



Common Core 3.0 100 Level Field Activities

Field Guide for Social Workers and
Field Advisors

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Common Core 3.0 Introduction

Prior to Version 3.0, common core content was provided only as classroom modules. It was organized by key topic areas and there was no required sequence. Common Core 3.0 has three major changes to the way new social worker training is delivered in California:

- a. Organization of training around practice areas so that all the concepts included in the content are grounded in practice skills and the California Core Practice Model casework components, practice elements, and behaviors.
- b. Making strategic use of online modules to maximize classroom time for skill practice
- c. Providing new social workers with opportunities to enhance classroom learning through application of concepts in the field

Beyond re-imagining the way social work practice is presented in core, this revision also incorporates a wider range of training modalities, including e-learning, classroom learning, and coaching. It includes materials to support transfer of learning and to carry the learning experience into the field. The revised core provides a more comprehensive picture of child welfare practice for new social workers; uses field experiences to ground training in actual social work practice; streamlines learning to focus on key knowledge, skills, and values; and uses a variety of training modalities to promote expediency in providing content.

The Field Guide

The purpose of this Field Guide is to provide a structure for transfer of learning activities and feedback regarding skill development. It serves as a guide for both field advisors and new social workers, providing an opportunity for trainees to practice new skills in a natural framework. Specific activities have been identified with step-by-step instructions for new social workers and field advisors. By organizing activities within the context of social work practice activities, there is greater flexibility for skills to be practiced based on the needs of a family rather than requiring a skill to be practiced at a specific time or with a specific case.

The Field Guide formalizes the process by which new social workers learn and apply new skills. It is grounded in the research, which indicates that coaching helps individuals learn new skills faster, more efficiently and more effectively (Coaching Toolkit for Child Welfare Practice, 2012; Northern California Training Academy). The goal of the Field Guide is to provide a method for new social workers to learn new skills in a way that supports their professional growth and development, ultimately leading to improved service delivery to youth and families. Additionally, it supports an environment where learning and professional development are valued and seen as necessary to working successfully in the field of Child Welfare.

CC3.0 Field Activity Roles and Expectations¹

Field learning activities require the participation of the new social worker and a Common Core 3.0 (CC3.0) field advisor. Both participants play a vital role in the transfer of learning process. Counties will work with their affiliated training organizations to identify CC3.0 field advisors to support new social workers in the field activities.

Supervisors are well situated to fill this role. Counties may identify other individuals as CC3.0 field advisors depending on local needs. For example, in some counties, staff who serve as IV-E field instructors may also take on the role of CC3.0 field advisor. In other counties, the CC3.0 field advisor role may be filled by an external agency to support field activities. For the purposes of this document, the CC3.0 field advisor will be referred to as **supervisor or other designee**. Regardless of title or role within the agency, each CC3.0 field advisor will receive training specific to the role of the CC3.0 field advisor in supporting new social workers. In the event that the field advisor is not the new social worker's supervisor, a process will be put in place to provide feedback regarding the completion of field activities to the new social worker's supervisor. Best practices to facilitate the feedback process will be outlined in the Field Guide.

CC3.0 Field Advisor Role and Expectations

The supervisor or other designee provides field support to the new social worker before, during, and after identified field activities. The person in this role will:

- Promote a learning environment and utilize appropriate coaching strategies, tools, and techniques to promote desirable and sustainable growth for the new social worker
- Promote knowledge and skill development that aligns with the desired practice
- Track completion, document information needed for evaluation components of CC3.0 and provide information to CDSS, the Regional Training Academy (RTA), or enter information into a learning management system.

The supervisor or other designee is encouraged to utilize existing conference or meeting times with the new social worker to discuss learning objectives, field activities, and provide feedback regarding observations or practice. Review of field activities during regular supervision or training support reinforces social work best practice and provides an opportunity for new social workers to ask questions, process information, and apply what is learned to new situations.

New Social Worker Role and Expectations

It is expected that the new social worker will participate fully in the field activities. As outlined in the NASW Code of Ethics, "Social workers continually strive to increase their professional knowledge and skills and to apply them in practice." With this in mind, the new social worker should be open to feedback regarding observations or practice. The new social worker will receive field activity support and any additional training needed to increase family safety and family well-being. The CC3.0 field advisor will work with the new social worker to help him/her meet the learning objectives identified as part of the field activities.

¹ Roles and Expectation adapted from Northern California Training Academy's Coaching Toolkit for Child Welfare Practice, 2012

Field Activity Survey Completion

As part of the CC3.0 evaluation process, new social workers (trainees) and field advisors are asked to complete surveys related to each Assessment Block Field Activity. Additionally, new social workers (trainees) are asked to complete a survey related to the field activity experience. By completing the surveys, new social workers and field advisors will be helping CalSWEC to understand the effectiveness of this training for future participants. Participation in the surveys is completely voluntary and all of the information is kept entirely confidential. The information provided will not be associated with the participant's identity or performance in any way.

Instructions for completing the field activity surveys:

Social workers and field advisors are requested to complete the field activity surveys via the links provided in this field guide. Social workers and field advisors will be prompted to complete each activity survey as part of the field guide, which will also include the survey link. It is recommended that the social worker and field advisor complete the survey for each respective field activity **as soon as possible** after completion of the activity, or *within two weeks at the latest*.

FIELD ACTIVITY SURVEY COMMENTS AND QUESTIONS should be directed to:

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GENERAL QUESTIONS RELATED TO CC3.0 AND FIELD ACTIVITIES should be directed to:

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