

Child Welfare Social Worker Position Description

Child Welfare Education Program

The Child Welfare Education Program at ASU is a collaborative effort between Arizona State University, School of Social Work and the Arizona Department of Child Safety. The mission of the program is to prepare Social Work students to empower families and promote the safety, permanency, and well-being of the children involved in Arizona's public child welfare system.

Guiding Principles

The goals of the program are to 1) facilitate students' development of culturally responsive and socially just critical decision-making capacities, 2) instill in students frameworks for viewing both problems and collaborative solution-seeking through trauma-informed, relationally-based, and resiliency theories, and 3) teach engagement, assessment, and intervention skills specific to case management with vulnerable children and families.

ASU Child Welfare Education Units

The ASU Child Welfare Education Units manage DCS on-going cases as contracted providers. The units are usually embedded within DCS Sections. While the staff in the units are ASU employees, they work in DCS environments. The Units typically consist of a Supervisor and one to two Social Workers. The Social Workers in the units are assigned about 10 to 12 DCS on-going cases. MSW and BSW Child Welfare students are placed in the units for their Social Work practicums (internships). The units can usually accommodate up to eight students at a time and students are in the unit year-round. Through working the cases, the unit staff teach the students the competencies of Child Welfare Social Work.

Social Worker Job Description

The Social Worker position in a Child Welfare Education Unit is a full-time, benefits eligible position. The available position is in the Tempe Unit (Alma School and Southern in Mesa) in the DCS Maricopa East Region. The Social Worker in a Child Welfare Education Unit is responsible for instructing and coaching students while managing DCS on-going cases consistent with DCS policies and standards for practice. The Social Workers model and teach skills in engagement, assessment, and intervention and they apply Social Work frameworks and theory in the context of child welfare practice. Social Workers also coach students in skill development, provide feedback to students on their performance, actively use critical discourse to promote social justice and students' critical thinking skills, mentor students in their professional development, teach students the technical and legal knowledge competencies associated with child welfare practice, and prepare students for the professional role of a DCS Specialist. While students in the unit provide support on cases, the Social Worker is responsible for ensuring family engagement and child safety and for promoting the permanency and well-being of the children on her/his/their caseload. Social Workers are thus responsible for providing culturally relevant services and supports to parents, children, and caregivers,

collaborating with families in the creation of case plans, completing formal child safety assessments, writing court reports, testifying in court proceedings, writing case notes, seeing all children on their case load in their current home at least once monthly, making active efforts to engage all parents, engaging extended family, maintaining children's important connections, making active efforts to promote the emotional, social, developmental, relational, physical, and educational well-being of the children of their caseload, and making decisions about the best interests of children.

The primary roles and responsibilities of the Social Worker include, but are not limited to:

- Modeling best practice approaches in client engagement, interviewing, assessment, and case planning
- Modeling and coaching students in solution focused, motivational interviewing, and narrative approaches
- Teaching and supervising BSW and MSW students in accordance with the competency framework for ASU's School of Social Work practicum education requirements
- Promoting students' acquisition of frameworks that view both problems and solutions through relational and resiliency theories
- Utilizing oppression-informed and trauma-informed perspectives in decision-making, engagement, assessment, and intervention
- Engaging in anti-racist practice, teaching anti-racist practice, and promoting a culture of anti-racist practice
- Promoting students' acquisition of strategies to become more self-aware of biases, mitigate the impact of biases, ask critical questions about how biases are influencing decision-making and advocate for social justice
- Evaluating student performance and providing feedback
- Mentoring students in their professional development
- Assessing safety and risk in families and environments
- Ensuring child safety
- Promoting children's relational, cultural, and ecological permanency
- Promoting children and families' social, emotional, developmental, educational, physical, spiritual, and relational well-being
- Applying the SAFE AZ Model in decision-making and documentation
- Collaborating with families
- Advocating for parents, children, families, and caregivers
- Teaming with providers
- Identifying resources and referring families to relevant services
- Documenting case notes and safety assessments
- Writing case plans and court reports and testifying in legal proceedings.
- Conducting home visits with children, parents, and caregivers
- Complying with DCS policies, procedures, and standards of practice
- Assisting in the development of trainings and presentations for students and staff
- Representing the ASU Child Welfare Education Program in the community and at community events
- Attending Child Welfare staff meetings, DCS meetings, and interagency meetings

Requirements of the Social Worker position include but are not limited to:

- MSW from an accredited program
- Two or more years of child welfare experience
- Transporting children and/or families and traveling to appointments using a personal vehicle with insurance coverage
- Being able to meet the needs of infants, toddlers, children and youth while they are in the Social Worker's care (e.g. providing care and security, safely transporting, attending to hygiene needs, ensuring safety, attending to medical needs, and being vigilant to medication schedules, allergies, and dietary restrictions, etc.)
- Maintaining all necessary clearances including an AZ DPS Level 1 Fingerprint Card with no restrictions, no substantiated allegations in the AZ Child Abuse Registry (CPSCR), and a valid driver's license with less than 8 points in any 12-month period
- Ability to visually assess environments and see indications of abuse and neglect
- Ability to engage children and families in conversational English
- Ability to visit with children and families in homes that do not have accessibility adaptations
- Availability to work in their assigned office from 8:00 a.m. to 5:00 p.m., Monday-Friday with no options for a standard or routine alternate schedule
- Availability to occasionally work during non-regular business hours and flex that time during the work week

Desired Qualifications:

- Experience as a DCS Specialist within the past 5 years
- Knowledge of the SAFE AZ model and ability to apply it to decision-making
- Evidence of ability to engage, assess, and intervene with parents, children, families, and caregivers
- Evidence of ability to apply resilience and relational theories to problems and solution-seeking
- Evidence of ability to teach and model the inclusion of oppression-informed and trauma-informed perspectives
- Evidence of desire and ability to work towards anti-racist practice
- Evidence of ability to utilize, teach, and coach solution-focused, motivational interviewing, and narrative approaches in work with children and families
- Evidence of ability to provide meaningful feedback to students and coach them in skill development and critical thinking
- Evidence of professionalism, time management skills, writing competency, excellent communication skills, and critical thinking

Salary:

\$50,000 - \$60,000

Depending on Experience

Apply:

<https://cfo.asu.edu/applicant>

Search: "social worker" or job#: 99224BR

Inclusion Statement:

Arizona State University is a VEVRAA Federal Contractor and an Equal Opportunity/Affirmative Action Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, protected veteran status, or any other basis protected by law.