

**Solution Based Casework (SBC)
Core Competencies Tool (CCT) for Family Voluntary Services (FVS) and Child Family Welfare Services
(CFWS) Social Workers
SBC-CCT-FVS/CFWS**

Date: _____ Office: _____

Social Workers Name: _____

Name of Person Completing CCT: _____

Definitions for Rating Criteria:

More Development Needed to Demonstrate the Skill (1)

The social worker needs more knowledge and practice to demonstrate this skill. She/he may or may not have a conceptual understanding of the skill or recognize in hindsight how the skill might have been used in a specific practice situation.

Beginning Evidence of Skill Demonstration (2)

The social worker demonstrates various behaviors related to the performance of the skill but needs additional opportunities to practice. He/she appears to understand the skill conceptually *and* offers beginning evidence in demonstrating it when opportunities arise. She/he is using primarily one or two techniques in an effort to demonstrate the skill and may not be able to use techniques in a consistent and purposeful manner.

Skill Demonstrated (3)

The social worker demonstrates skill at a level that demonstrates he/she effectively and comfortably performs skill in most cases as opportunities arise. Areas for additional growth exist but supervisors effectively works with families.

Skill Exceeds Basic Standards (4)

The social worker goes beyond the basic standard required and performs skills easily and purposefully, consistently effective and sometimes exceptional. While she/he continuously strives to improve, there are no identified needs.

Mark the box on the right that reflects the social worker's skill on each item.

Engagement Skills	1	2	3	4
1. The social worker is able to locate where specific safety threats/behaviors (i.e. substance use, anger) have disrupted family life (i.e. supervision, medical needs) in every case and demonstrates this in their conversations, case notes, assessments, and case plans.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. The social worker uses specific interviewing techniques to build a partnership; (i.e. normalizing family struggles, separating intention from action, externalizing the problem).....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. The social worker demonstrates the ability to build a consensus with all families around the primary safety and risk concerns.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. The social worker is able to engage families by utilizing the family's language in order to discuss problems within everyday family life.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. The social worker looks for small successes that families have made on their own.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. The social worker looks for exceptions to problems and asks parents for details to generate solutions to problem behavior.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. The social worker demonstrates respect, genuineness, and empathy.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. The social worker demonstrates curiosity about family's culture and incorporates that into the assessment and planning...	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

9. The social worker searches for exceptions and identifies strengths with families and it is evident in documentation.....

Total Points – Engagement Skills

Average Score (To reach average, add each total box together and divide by 9)

Engagement Skills Discussion (Include information on the items which are done well and any item that will be a focus for increased use):

Assessment Skills

- | | 1 | 2 | 3 | 4 |
|--|--------------------------|--------------------------|--------------------------|--------------------------|
| 10. The social worker identifies the developmental stages and challenges of families investigated and incorporates this in the assessment and case plans | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 11. The social worker describes and documents the sequence of events surrounding the safety threat and maltreatment and seeks to corroborate facts..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 12. The social worker describes and documents families' methods of discipline | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 13. The social worker identifies and documents everyday family management tasks (i.e. toilet training, morning routines, medical needs) that challenge families and create safety threats..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 14. The social worker locates individuals' problems (i.e. substance abuse, anger) within everyday developmental life of their family (i.e. supervision, managing children's medical needs, etc)..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 15. The social worker identifies and documents families support system..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Total Points – Assessment Skills

Average Score (To reach average, add each total box together and divide by 6)

Assessment Skills Discussion (Include information on the items which are done well and any item that will be a focus for increased use):

Case Planning / Safety Management Skills

- | | | | | |
|--|--------------------------|--------------------------|--------------------------|--------------------------|
| | 1 | 2 | 3 | 4 |
| 16. The social worker co-creates case plans with families, service providers, and others..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 17. The social worker assists families served and treatment providers to identify and address cycles of maltreatment and use relapse prevention techniques to prevent further maltreatment... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 18. The social worker develops case plans that include Family and Individual Level Objectives that are focused on the dangers to safety..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 19. The social worker develops case plans that include skill-based tasks to achieve the Family and Individual Objectives. The tasks call for: (a) developing and demonstrating a specific plan of action, (b) who will help create this plan and monitor, (c) how the plan will be shared and with whom, and (d) how progress will be documented and celebrated. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 20. The social worker includes all families in the decision-making process and all changes to a plan..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 21. The social worker documents in FamLink Case Notes and ISSP's progress or lack of progress made toward the primary Family and Individual Level Objectives in every case..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Total Points – Case Planning / Safety Management Skills

Average Score (To reach average, add each total box together and divide by 6)

Case Planning / Safety Management Skills Discussion (Include information on the items which are done well and any item that will be a focus for increased use):

Overall Rating of the Social Worker

Engagement Skills

Assessment Skills

Case Planning / Safety Management Skills

Subtotal from each Rating

Average Score

(To reach average, add each subtotal together and divide by 21)

1	2	3	4	Category Total

- | | | |
|--|------------------------------|-----------------------------|
| 22. The social worker participates in monthly group case consultations. | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| 23. The social worker presented several cases during monthly group case consultation throughout the trimester. | <input type="checkbox"/> Yes | <input type="checkbox"/> No |

Overall Discussion and Learning Plan: (Include information on how the social worker could be supported in applying the SBC skills.)

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Supervisor Signature: _____ Date: _____

Reviewer Signature: _____ Date: _____

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