

**Solution Based Casework (SBC)
Core Competencies Tool (CCT) for Child Protective Services (CPS) Social Workers
SBC-CCT**

Date: _____ Office: _____

Social Worker 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 social worker 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 their cases and demonstrates this in their conversations, case notes, assessments, and safety 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 families around the primary safety threats	<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 workers looks for exceptions to the 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.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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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 safety 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):

Safety Planning / Safety Management Skills

- | | 1 | 2 | 3 | 4 |
|---|--------------------------|--------------------------|--------------------------|--------------------------|
| 16. The social worker creates safety plans that identify the impending dangers to safety that are unique to each family | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 17. Safety plans identify how the danger to safety are managed including by whom and timeframes..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 18. The social worker addresses how every safety plans will be monitored..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 19. The social worker develops safety plans that identify family developmental tasks they need assistance with for safety..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 20. The social worker develops safety plans that identify the individual behavior that lead to the maltreatment and a specific action plan to minimize this behavior for safety | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 21. The safety plan describes how the specific plan of action will be measured, shared, and celebrated..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 22. The specific tasks on the safety plan are sorted out in what both the family and individual agree to do to create safety | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 23. The social worker addresses how every safety plans will be monitored..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 24. The social worker included the family in the decision-making process and all changes to a plan..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 25. The social worker documents in FamLink Case Notes progress or lack of progress made toward the objectives listed in the safety plan..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Total Points - Safety Planning / Safety Management Skills

Average Score (To reach average, add each total box together and divide by 10)

Safety 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

Safety Planning /Safety Management Skills

Subtotal from each Rating

CCT Rating

(To reach average, add each subtotal together and divide by 25)

1	2	3	4	Category Total

26. The social worker participates in monthly group case consultations. Yes No

27. The social worker presented several cases during monthly group case Yes No

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consultation throughout the trimester.

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: _____

DRAFT