



**Sandra Rosenbaum  
School of Social Work**  
UNIVERSITY OF WISCONSIN-MADISON

# **Full-Time MSW Program Advanced Generalist Specialization Handbook**

**2021-2022**

School of Social Work Building  
1350 University Avenue  
Madison, WI 53706

## Table of Contents

Advanced Generalist Specialization Framework.....	3
Advanced Generalist Specialization.....	5
Focus Areas .....	5
Optional Sub-focus Areas .....	5
Specialization Outcomes and Competencies.....	6
Specialization Requirements .....	6
Putting It All Together .....	7
Planned Required and Elective Course Offerings At-A-Glance .....	8
Focus in Aging .....	9
Focus in Child, Youth, and Family Welfare .....	10
Focus in Health .....	11
Focus in Mental Health.....	12
Advanced Generalist Focus (no focus).....	13
APPENDIX I: Wisconsin Requirements for Clinical Social Work Licensure .....	14
APPENDIX II: State of Wisconsin Requirements for School Social Work License.....	15

## Advanced Generalist Specialization Framework

The advanced generalist specialization is embedded within but builds upon the generalist practice framework. The School's commitment to the advanced generalist approach (Schatz, Jenkins, & Sheafor, 1990) is grounded in the understanding that this model is well-suited for the practice demands of the 21st Century, which require both breadth and depth of knowledge and skills, but that also employ essential elements that cut across fields of practice<sup>1</sup>. The advanced generalist specialization provides knowledge and skills in direct services as well as administration, management, advocacy, system reform and the effects of social policies to effectively address complex pressing individual and social problems. Preparing social workers to be leaders in an increasingly diverse and global environment, marked by diminished resources, devolution of responsibility for social welfare from the federal, state and local governments, and the growing privatization of services, requires knowledge and skills that build on and extend the generalist practice foundation in the following areas:

- **Populations and related social-problems/issues:** Committed to serving and advocating for oppressed and marginalized populations, advanced generalist social workers understand the changing demographics locally and nationally with an eye toward related social-problems and their implications for social work practice, service provision and social policy (e.g., developing or enhancing services or policies for populations identified as at risk for life adversities and attendant social problems). They are competent to engage, assess, intervene and evaluate practice with members of diverse populations and to address attendant social problems, and complex chronic needs of client systems (Schatz, Jenkins, & Sheafor, 1990).
- **Social, health, and/or human services systems and policies:** Advanced generalist social workers are familiar with the contexts and policies relevant to populations served. They are able to evaluate systems of care and changes needed in those systems over time related to populations they are intended to serve and seek to address inequalities, as well as barriers to access and exit from service delivery systems.
- **Systems of oppression, privilege, and power:** To promote human and community well-being, human rights, and social, economic and environmental justice, advanced generalist social workers must not only understand, but employ strategies designed to eliminate oppressive structural barriers at multiple levels to ensure that social goods, rights and responsibilities are distributed equitably and that civil, political, economic, social and cultural human rights are protected.
- **A multilevel, multimethod and multidimensional approach:** Advanced generalist practice requires "multiple skills, a strategy for selecting among...various alternatives, and creativity to address complex practice issues" (Lavitt, 2009, p. 466).<sup>2</sup> Advanced generalist social workers are skilled in assessing the focus of attention and the intervention that is likely to have the greatest impact and are

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<sup>1</sup> Schatz, M.S., Jenkins L. E., & Sheafor, B.W. (Fall, 1990). Milford redefined: A model of initial and advanced generalist social work practice. *Journal of Social Work Education*. Vol. 26, (3), pp. 217-231.

prepared to work in more complex environments that may require specialized skills sets for addressing challenges or needs at the individual, family, group, organization, community or policy level (Schatz et al., 1990).

- **Ethical advocacy and social, economic and environmental justice:** Aware that values and ethics are central to advanced practice, the skilled advanced generalist is “purposeful ...in promoting justice-seeking interventions due to the multidimensionality of their problem-setting and a self-reflective stance” (Lavitt, 2009, p. 470).<sup>3</sup> Primary commitment to promoting social justice requires an understanding of intersecting oppressions linked to myriad dimensions of diversity that shape exposure to life adversities and attendant problems, as well as access to needed services. Social action on behalf of oppressed and marginalized populations recognizes the importance of empowering disenfranchised individuals and groups, and taking a stand for principles of justice, equity, and fair play, regardless of the social context or practice setting.
- **Reflective leadership:** Advanced generalist practitioners are reflective social work leaders capable of addressing unique, ambiguous, unstable and complex situations (Lavitt, 2009).<sup>2</sup> Advanced generalist practice requires ongoing reflection regarding various theoretical models, assessment and intervention methods and the efficacy of approaches to produce desired changes. Advanced generalist social workers are prepared to practice independently, hold supervisory and administrative roles, and take leadership in designing services and programs, working with and advocating for consumer groups, writing grants, performing other administrative tasks, and leading community action initiatives (Dakin, Quijana, Bishop & Sheafor, 2015).<sup>3</sup>
- **Research informed practice and practice and program evaluation methods that contribute to the profession’s knowledge base:** The advanced generalist social worker places value on and is competent to engage in research to improve and evaluate their own practice, programs and/or policies they are working with, and to contribute to the knowledge base of the profession (Schatz et al., 1990).

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<sup>2</sup> Lavitt, M.R. (2009). What is Advanced in Generalist Practice? A conceptual discussion. *Journal of Teaching in Social Work, 29*,461-473.

<sup>3</sup> Dakin, E.K., Quijana, L.M., Bishop, P.S., & Sheafor, B.W. (2015). Best of both worlds: A conceptual model for integrating an aging specialization within an advanced generalist MSW program. *Journal of Social Work Education, 51*,535-549.

## Advanced Generalist Specialization

To support the development of competence for advanced generalist practice with an increasingly diverse population, complex chronic needs of client systems and myriad social problems, the curriculum introduces students to advanced generalist competencies that are taught within social problem areas and fields of practice referred to as focus areas of the specialization. This is consistent with the Advanced Generalist Practice Framework that emphasizes knowledge, values and skills to address the needs of diverse populations, social problems, service delivery systems and policies. This also allows students some level of choice in the breadth and depth of skills they cultivate within the advanced generalist curriculum.

### Focus Areas

Students have an opportunity to elect from the following focus areas offered in the Full-Time MSW Program, or may choose no focus and complete the Advanced Generalist focus:

- (1) Aging
- (2) Child, Youth, and Family Welfare
- (3) Health
- (4) Mental Health

### Optional Sub-focus Areas

Students can elect to pursue a more specialized area (sub-focus) if they choose an area of focus in the advanced generalist specialization. At minimum, a sub-focus area consists of one substantive course (content or practice) and a field placement in the sub-focus area. Current sub-focus areas are:

<b>Focus Areas</b>	<b>Sub-Focus Examples (optional)</b>
Aging	Intellectual Disabilities Policy and Administration
Child, Youth and Family Welfare	Child Welfare (includes Title IV-E) School Social Work Intellectual Disabilities Policy and Administration
Health	Intellectual Disabilities Policy and Administration
Mental Health	Substance Use Disorders Policy and Administration

Student-designed sub-focus areas may also be approved when an appropriate substantive course and field placement can be identified. Students should inform the advisors if they are choosing to pursue a sub-focus.

## Specialization Outcomes and Competencies

Outcomes for the specialization are that students will become autonomous practitioners with the ability to integrate social work knowledge, skills, values, and affective and cognitive processes that promote well-being at the individual, family, group, organization and community level. To achieve these aims, the curriculum is built around **nine core competencies** listed below:

1. Demonstrate Ethical and Professional Behavior
2. Engage Diversity and Difference in Practice
3. Advance Human Rights and Social, Economic, and Environmental Justice
4. Engage in Practice-Informed Research and Research-Informed Practice
5. Engage in Policy Practice
6. Engage with Individuals, Families, Groups, Organizations and Communities
7. Assess Individuals, Families, Groups, Organizations and Communities
8. Intervene with Individuals, Families, Groups, Organizations and Communities
9. Evaluate Practice with Individuals, Families, Groups, Organizations and Communities

## Specialization Requirements

The social work knowledge, values, skills, and cognitive and affective processes embedded in the specialization competencies and demonstrated advanced generalist behaviors are acquired through the following **required** courses:

- Advanced practice (area focused)
- Policies and services (area focused)
- Advanced Macro Practice
- Advanced Generalist Specialization Field Placement & Integrative Seminars III & IV (area focused)

In addition, students choose three free elective courses to complete their MSW program. These courses can be from within any focus area(s). Below is a model of how courses are taken in sequence:

<b><u>Semester I</u></b>	cr	<b><u>Semester II</u></b>	cr
Advanced Practice Course <sup>1</sup>	2	SW 840 Adv. Macro-Practice or Free Elective	2-3
Policies & Services Course <sup>4</sup>	2	Free Elective	2-3
Free Elective or SW 840 Advanced Macro Practice <sup>2</sup>	2-3	Free Elective	2-3
SW 800 Specialization Field Practice & Integrative Seminar III <sup>3</sup>	5	SW 801 Specialization Field Practice & Integrative Seminar IV <sup>3</sup>	6
<b>Total Credits</b>	<b>11-12</b>	<b>Total Credits</b>	<b>12-15</b>

<sup>1</sup> The Advanced Practice Course is taken concurrently with field

<sup>2</sup> Free electives and macro practice courses may be taken in any semester. Electives may be taken inside or outside the School. Advanced Macro is 2 credits, electives may be 2 or 3 credits depending on the course.

<sup>3</sup> A two-semester course sequence

<sup>4</sup> Policy & Services classes are all offered in the fall, except Mental Health Policies & Services (spring).

## **Putting It All Together**

To help you organize your specialization year, the following pages provide you with a list of all of the required and elective courses that are planned offerings for 2021-22. Next, each of the focus areas are presented mapping out the required courses and more relevant electives for the area of focus, but other electives may be taken that are tailored to your interests and career aspirations.

## Planned Required and Elective Course Offerings At-A-Glance

Fall 2021	Spring 2022
<p><b>441 Generalist Practice with Individuals, Families and Groups</b></p> <p><b>442 Generalist Practice with Organizations and Communities</b></p> <p><b>605 Field of Social Work</b></p> <p>644 Issues in Developmental Disabilities</p> <p>646 Child Abuse and Neglect</p> <p><b>711 Human Behavior and the Environment</b></p> <p>712 Psychopathology for SW Practice in Mental Health</p> <p>721 Methods of Planning Analysis<sup>2</sup></p> <p>741 Interventions in Children, Youth and Family Welfare</p> <p>742 Assessing and Treating Children and Adolescents</p> <p>821 SW Practice in Aging and Mental Health</p> <p>822 Family Law: Marriage and Divorce<sup>2</sup></p> <p>835 Advanced Mental Health Practice</p> <p>840 Advanced Macro Practice<sup>1</sup></p> <p>873 Social Work Practice in Health Care</p> <p>875 Health, Aging and Disabilities Policies and Services</p> <p>880 Prevention Science<sup>2</sup></p> <p>920 Child, Youth and Family Policies and Services</p> <p>921 Child Welfare Policies and Services</p>	<p><b>606 Social Policy</b></p> <p><b>612 Psychopathology for Generalist SW Practice</b></p> <p>627 Sex Trafficking and Sex Trading</p> <p>636 Indian Child Welfare Act</p> <p>639 Gay, Lesbian, Bisexual, and Transgender (GLBT) Individuals and Social Welfare</p> <p>644 Issues in Developmental Disabilities-online</p> <p>646 Child Abuse and Neglect</p> <p>648 Palliative and End-of-Life Care Social Work Practice</p> <p><b>650 Methods of Social Work Research</b></p> <p>656 Family Practice in Foster and Kinship Care</p> <p><b>710 Social Work with Ethnic and Racial Groups</b></p> <p>746 Interdisciplinary, Coordinated Care of the Child with Chronic Illness<sup>2</sup></p> <p>817 Social Work Practice in Schools II<sup>3</sup></p> <p>823 Family Law: Parent and Child<sup>2</sup></p> <p>836 Mental Health Policies and Services</p> <p>840 Advanced Macro Practice<sup>1</sup></p> <p>842 Consultation and Supervision in Social Work</p> <p>854 Crisis Intervention in Social Work</p> <p>870 Cognitive and Behavioral Mental Health Treatments for Adults</p> <p>923 Family Violence</p> <p>929 Social Work and Substance Use Disorders</p>
<p><i>Note: Course offerings, particularly electives, are subject to change at any time based on instructor availability, enrollment, and other factors. This list is planned offerings as of 5/10/2021.</i></p> <p><i>Students should refer to Course Search &amp; Enroll (<a href="https://enroll.wisc.edu">https://enroll.wisc.edu</a>) for the most up-to-date information on course offerings.</i></p>	<p><i>Required Generalist Year courses are highlighted in bold.</i></p> <p><sup>1</sup> 840 must be taken in either fall or spring of Specialization Year.</p> <p><sup>2</sup> These courses are managed by other departments, such as Law or Nursing; Social Work has no control over if/when they are offered.</p> <p><sup>3</sup> SW 817 is restricted to only students in the Educational Settings field unit as an optional elective for students seeking School licensure.</p>



*f = offered in fall*

*s = offered in spring*

## Focus in Aging

Required	
Advanced Practice	SW 821 SW Practice in Aging and Mental Health (f)
Policies and Services	SW 875 Health, Aging and Disability Policies and Services (f)
Macro Practice	SW 840 Advanced Macro Practice (f,s)
Electives	Three free electives from Relevant Electives list <i>or</i> other electives
Field Unit	SW Practice in Aging, SW Practice in Health (aging placement), SW 800/801 SW Practice in Intellectual and Other Disabilities (aging placement), <b>OR</b> SW Practice in Policy and Administration (aging placement)

Relevant Electives	
	SW 644 Issues in Developmental Disabilities (f,s)
	SW 648 Palliative and End-of-Life Care Social Work Practice (s)
	SW 842 Consultation and Supervision in Social Work (s)
	SW 854 Crisis Intervention in SW (s)
	SW 873 Social Work Practice in Health (f)
	SW 929 SW & Substance Use Disorders (s)

*Students should refer to [Course Search & Enroll](#) for the most up-to-date information on course offerings.*

Subfocus in Aging & Health	SW 873 Social Work Practice in Health (f)
	SW 800/801 SW Practice in Aging <i>or</i> SW Practice in Health (if health & aging placement)
Subfocus in Policy & Management	SW 842 Consultation & Supervision in SW (s)
	SW 800/801 SW Practice in Policy and Administration (aging placement)
Subfocus in Intellectual Disabilities	SW 644 Issues in Developmental Disabilities (f,s)
	SW 800/801 SW Practice in Intellectual and Other Disabilities (aging placement)

f = offered in fall

s = offered in spring

## Focus in Child, Youth, and Family Welfare

Required	
Advanced Practice	SW 741 Interventions with Children, Youth and Families (f)
Policies and Services	SW 920 Child, Youth and Family Polcs and Svcs (f) <b>OR</b>
	SW 921 Child Welfare (f)
Macro Practice	SW 840 Advanced Macro Practice (f,s)
Electives	Three free electives from Relevant Electives list <i>or</i> other electives
	SW Practice in County Human Services, SW Practice in Intellectual and Other Disabilities, SW 800/801 SW Practice in Public and Private Child Welfare, SW Practice in Educational Settings, <b>OR</b> SW Practice in Policy & Administration

Relevant Electives	
	SW 627 Sex Trafficking and Sex Trading (s)
	SW 636 SW in Am Ind Comm: Indian Child Welfare Act (s)
	SW 644 Issues in Developmental Disabilities (f,s)
	SW 646 Child Abuse and Neglect (f,s)
	SW 656 Family Practice in Foster & Kinship Care (s)
	SW 742 Assessing & Treating Children & Adolescents (f)
	SW 842 Consultation & Supervision in SW (s)
	SW 854 Crisis Intervention in SW (s)
	SW 923 Family Violence (s)
	SW 929 SW and Substance Use Disorders (s)

*Students should refer to [Course Search & Enroll](#) for the most up-to-date information on course offerings.*

Subfocus in Child Welfare	SW 646	Child Abuse & Neglect (f,s)
	SW 656	Family Practice in Foster & Kinship Care (s)
	SW 842	Consultation & Supervision in SW (s)
	SW 921	Child Welfare (f)
	SW 800/801	SW Practice in Public & Private Child Welfare <i>or</i> SW Practice in County Human Services
Subfocus in Intellectual Disabilities	SW 644	Issues in Developmental Disabilities (f,s)
	SW 800/801	SW Practice in Intellectual and Other Disabilities (CYFW placement)

Subfocus in Policy & Management	SW 842	Consultation & Supervision in SW (s)
	SW 800/801	SW Practice in Policy and Administration (CYFW placement)
Subfocus in School Social Work	SW 644	Issues in Developmental Disabilities (f,s)
	SW 646	Child Abuse & Neglect (f,s)
	SW 800/801	SW Practice in Educational Settings (school placement)
Third, relevant elective		May include: 742 Assessing & Treating Children & Adolescents (f); 817 Social Work Practice in Schools II (s); 842 Consultation & Supervision in SW (s)

*f = offered in fall*

*s = offered in spring*

## Focus in Health

Required	
Advanced Practice	SW 873 SW Practice in Health (f)
Policies and Services	SW 875 Health, Aging and Disability Policies and Services (f)
Macro Practice	SW 840 Advanced Macro Practice (f,s)
Electives	Three free electives from Relevant Electives list <i>or</i> other electives
Field Unit	SW 800/801 SW Practice in Aging, SW Practice in Intellectual and Other Disabilities (health placement), <b>OR</b> SW Practice in Policy and Administration (health placement)

Relevant Electives	
	SW 627 Sex Trafficking and Sex Trading (s)
	SW 644 Issues in Developmental Disabilities (f,s)
	SW 648 Palliative and End-of-Life Care Social Work Practice (s)
	SW 746 Interdisciplinary Care of Children with Special Health Care Needs (s)
	SW 821 SW Practice in Aging and Mental Health (f)
	SW 842 Consultation and Supervision in SW (s)
	SW 854 Crisis Intervention in SW (s)

*Students should refer to [Course Search & Enroll](#) for the most up-to-date information on course offerings.*

Subfocus in Aging & Health	SW 821 Social Work Practice in Aging and Mental Health (f)
	SW 800/801 SW Practice in Aging <i>or</i> SW Practice in Health (if health & aging placement)
Subfocus in Policy & Management	SW 842 Consultation & Supervision in SW (s)
	SW 800/801 SW Practice in Policy and Administration (health placement)
Subfocus in Intellectual Disabilities	SW 644 Issues in Developmental Disabilities (f,s)
	SW 800/801 SW Practice in Intellectual and Other Disabilities (health placement)

*f = offered in fall*

*s = offered in spring*

## Focus in Mental Health

Required	
Advanced Practice	SW 835 Advanced Practice in Mental Health (f)
Policies and Services	SW 836 Mental Health Policies and Services (s)
Macro Practice	SW 840 Advanced Macro Practice (f,s)
Electives	Three free electives from Relevant Electives list <i>or</i> other electives
Field Unit	SW 800/801 SW Practice in Mental Health, <b>OR</b> SW Practice in Policy and Administration (mental health placement)

Relevant Electives	
SW 627	Sex Trafficking and Sex Trading (s)
SW 639	Gay, Lesbian, Bisexual, and Transgender (GLBT) Individuals and Social Welfare (s)
SW 644	Issues in Developmental Disabilities (f,s)
SW 648	Palliative and End-of-Life Care Social Work Practice (s)
SW 712	Psychopathology for SW Practice in Mental Health (f)
SW 742	Assessing and Treating Children and Adolescents (f)
SW 821	SW Practice in Aging and Mental Health (f)
SW 842	Consultation and Supervision in Social Work (s)
SW 854	Crisis Intervention in SW (s)
SW 870	Cognitive and Behavioral Mental Health Treatments for Adults (s)
SW 923	Family Violence (s)
SW 929	SW & Substance Use Disorders (s)

*Students should refer to [Course Search & Enroll](#) for the most up-to-date information on course offerings.*

Subfocus in Policy & Management	SW 842 Consultation & Supervision in SW (s)
	SW 800/801 SW Practice in Policy and Administration (mental health placement)
Subfocus in Substance Use Disorders	SW 929 SW & Substance Use Disorders (s)
	SW 800/801 SW Practice in Mental Health (substance abuse placement)

## Advanced Generalist Focus (no focus)

Required		
Advanced Practice	SW 741	Interventions with Children, Youth, and Families (f)
	<i>Or</i> SW 821	SW Practice in Aging and Mental Health (f)
	<i>Or</i> SW 835	Advanced Practice in Mental Health (f)
	<i>Or</i> SW 873	SW Practice in Health Care (f)
Policies and Services	SW 836	Mental Health Policies and Services (s)
	<i>Or</i> SW 875	Health, Aging, and Disability Policy and Services (f)
	<i>Or</i> SW 920	Child, Youth, and Family Policies and Services (f)
	<i>Or</i> SW 921	Child Welfare (f)
Macro Practice	SW 840	Advanced Macro Practice (f,s)
Electives	Three free electives chosen in consultation with an advisor	
Field Unit	SW 800/801	Students opting for no focus may express a preference for a field of practice; Final decision on field unit is made by Director of Field Education, and placement is made in consultation with field instructor.

Students should refer to [Course Search & Enroll](#) for the most up-to-date information on course offerings.

# APPENDIX I: Wisconsin Requirements for Clinical Social Work Licensure

Please see the [Sandra Rosenbaum School of Social Work Certification & Licensure](#) website for additional information.

Those who wish to be licensed as clinical social workers (LCSW) in the State of Wisconsin must meet the following requirements:

1. Complete a master’s level “Clinical Social Work Concentration.”  
*The Mental Health Focus Area meets this requirement.*
2. According to state statutes, a clinical social work course of study “shall include one course in psychopathology in social work and, two (2) theory and practice courses from among the following: (a) Case Management (b) Clinical assessment and treatment of specific populations and problems, such as children, adolescent, elderly, alcohol and drug abuse, family or couples relationships (c) Psychopharmacology (d) Psychotherapeutic Interventions (e) Electives such as family therapy, social work with groups, sex- or gender-related issues, and topics.” Effective April, 2005 this means students must complete:
  - A. At least one course must be in Psychopathology (SW 612 or SW 712 meet this requirement);  
AND
  - B. A minimum of two courses from list below (*not all courses are offered each semester or academic year*)

SW627	Sex Trafficking and Sex Trading	SW821	SW Practice in Aging and Mental Health
SW639	Gay, Lesbian, Bisexual, and Transgender (GLBT) Individuals and Social Welfare	<b>SW835</b>	<b>Advanced Practice in Mental Health (required for Mental Health focus area)</b>
SW644	Issues in Developmental Disabilities	SW854	Crisis Intervention in Social Work
SW646	Child Abuse and Neglect	SW870	Cognitive and Behavioral Mental Health Treatments for Adults
SW648	End of Life: Implications and Challenges for Practice	SW923	Family Violence
SW656	Family Practice in Foster & Kinship Care	SW924	Family Problems in Social Work
SW741	Interventions with Children, Youth, and Families	SW929	Social Work and Substance Use Disorders
SW742	Assessing & Treating Children & Adolescents		

*If two psychopathology courses are taken (such as SW612 and SW712), one may be counted toward 2.B. requirement.*

3. Statues require that “...field training must be in a primary clinical setting and must include at least two semesters of field placement where more than 50% of the practice is to assess and treat interpersonal and intrapsychic issues in direct contact with individuals, families or small groups.”  
*The Mental Health Field Units generally meet this requirement.*
4. After graduation, become certified as an Advanced Practice Social Worker (CAPSW).
5. After graduation and certification, engage in 3000 hours “clinical” practice including at least 1,000 hours face-to-face client contact under the supervision of an LCSW or LCSW who has engaged in the equivalent of 5 years full-time clinical social work, psychologist or psychiatrist.
6. Pass the LCSW Exam

# APPENDIX II: State of Wisconsin Requirements for School Social Work License

Applicants for licensure as a School Social Worker in the State of Wisconsin must meet the following requirements:

## 1. Curriculum & Course Requirements

Generalist Courses or Equivalent (from other accredited schools of social work)

### Required Course Sequences

Social Welfare Policies & Services  
 Human Behavior & Social Environment  
 Social Work Practice  
 Social Work Research

### UW-Madison Courses for School SW Licensure

SW605 and SW606  
 SW711, SW710, and SW612  
 SW441 and SW442  
 SW650  
 Field & Integrative Seminars I & II 400/401  
 Human Services; Child & Family Welfare; Intellectual and Other Disabilities; Community Agencies; or, other placements with children and youth.

Child, Youth, and Family Welfare Focus Area with School Social Work Subfocus

### MSW Requirements

Specialization Advanced Practice Course  
 Specialization Policies & Services Course  
 Specialization Field & Int. Seminars III & IV  
 Specialization Macro Practice  
 Elective  
 Elective  
 Elective

### Required Courses for School SW Licensure

SW741  
 SW920 or SW921  
 SW800/801 SW in Educational Settings  
 SW840  
 SW644  
 SW646  
 SW815 Social Work Practice in Schools I (Part-Time Program Students) **OR**  
 SW624, SW742, SW842, SW817 or any elective relevant for School SW Practice (Full-Time Program Students)

## 2. Portfolio

Applicants for certification must demonstrate “proficient performance in the knowledge, skills, and dispositions” of following three areas by means of a portfolio they keep.

- 8 School Social Worker Standards
- 7 Pupil Services Standards
- 10 Teacher Standards

Examples of evidence are: course syllabi, major course assignments (papers or other graded written work); written field evaluations from faculty and supervisors. May also include any documented outcomes from workshops and conferences relevant to the three areas.

## 3. MSW Degree

*Effective November, 2014*