

**Instructor’s Resource Manual and Test Bank**

***For***

**The Policy-Based Profession:**

**An Introduction to Social Welfare Policy Analysis for Social Workers**

 **7th Edition**

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**Table of Contents**

Getting Started with “Connecting Core Competencies” iv

PART ONE: SOCIAL WELFARE POLICY AND THE SOCIAL WORK PROFESSION

Chapter 1 The Policy-Based Profession 1

Chapter 2 Defining Social Welfare Policy 11

PART TWO: SOCIAL WELFARE POLICY ANALYSIS

Chapter 3 Social Welfare Policy Analysis 21

Chapter 4 Policy Analysis from a Historical Perspective 31

Chapter 5 Social/Economic Analysis 39

PART THREE: THE FRAMEWORK APPLIED

Chapter 6 Fighting Poverty: Temporary Assistance for Needy Families 49

Chapter 7 Aging: Social Security as an Entitlement 59

Chapter 8 Mental Health and Substance Abuse 68

Chapter 9 Health 78

Chapter 10 Child Welfare: Family Preservation Policy 87

Chapter 11 Immigration 97

PART FOUR: TAKING ACTION

Chapter 12 Politics and Social Welfare Policy 107

Chapter 13 Taking Action: Policy Practice for Social Workers 115

Chapter 14 Conclusion 124

Answer Key 132

**GETTING STARTED WITH “CONNECTING CORE COMPETENCIES”**

Social Work educational outcomes are structured by our accrediting body, the Council of Social Work Education (CSWE). Within CSWE the Commission on Accreditation (COA) establishes the Educational Policy and Accreditation Standards (EPAS) and accredited social work programs are required to evaluate established EPAS learning outcomes. In 2015, CSWE established nine new social work competencies to be demonstrated across the following dimensions: knowledge, values, skills, and cognitive and affective processes. The nine social work competencies are provided listed below: With this emphasis on competency based education, social work programs design curricula with attention to the measurement of performance outcomes for each of the ten competencies. All social work students will be expected to demonstrate their mastery of the cluster of practice behaviors that operationalize each of the nine core competencies. The expectation is that competency based education will better prepare social work students for professional practice.

The nine competency areas include:

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

**CHAPTER 1**

**THE POLICY-BASED PROFESSION**

**Chapter Overview**

* Argues that social work students interested in direct practice need to understand social welfare policy because of the role that policy plays in determining the environment in which practitioner and client interact.
* Explains reasons for the dominance of micropractice over macropractice.
* Presents a triadic policy-based profession model as superior to the market-driven model used historically to discuss the professionalization of social work.
* Provides examples that emphasize the utility of understanding social work as the policy-based profession.

**Key Concepts**

Agency culture

Autonomy

Bureaucracy

Cause function

Communicable technique

Dependency

Individual role expectations

Individualism

Interdependence

Macropractice

Market-based profession

Micropractice

Myth of autonomous Practice

Person-in-environment

Policy-based profession

Professional authority

Professional technique

Professionalization

Proletarianization

Social positions

Role expectations

Social casework

Social function

Social institutions

Social roles

Social status

**Chapter Outline**

1. **The Target of Social Work -** Stuart (1999) states that “social work’s unique and distinctive contribution to American life, often expressed as a dual focus on the person and his or her environment, resulted from a specific frame of reference that linked clients and social policy”
	1. **The Social Function of Social Work**
2. Social work’s concern with person-in-environment stems from the profession’s social function.
3. The social function of social work deals with the management of dependency.
4. Dependency as role failure and inadequate social institution support.
5. Interdependence as smooth societal operation.
	1. **The Dual Targets of Social Work.**
6. One target is to help individuals having difficulty meeting individual role expectations Micropractice).
7. The other goal of social work is to deal with those aspects of social institutions that fail to support individuals in fulfilling role expectations (Macropractice).
	1. **The Dominance of Micro Practice--**Social workers have long recognized that micro- and macropractice are complementary, but they have generally emphasized the micro, individual treatment aspect of the profession. Three reasons for the dominance of micro practice:
8. **The Individual is the Most Immediate Target for Change**. Social policy change takes too long in a personal crisis.
9. **The Conservative Nature of U.S. Society.** The belief in individualism.
10. **Professionalization**.
11. **Social Work's Pursuit of Professional Status--** Social work as a paid occupation has existed for only a little over 100 years.
12. Historical conflict between concentration on institutional causes of dependency and helping individuals experiencing role failure.
13. Abraham Flexner's 1915 critique of social work as a profession - lacking both communicable technique (expertise) and professional independence (autonomy).
14. The model developed by Flexner might well be termed the market-based profession.
15. The professions response - social casework and the private practice model.
16. Time for reassessment? By Flexner's measures, contemporary medicine also fails the professional autonomy standard.
17. **The Policy-Based Profession.** Flexner's market-based professional model no longer reflects reality. The majority of medical doctors (and social workers) practice in institutional or corporate settings. Even professionals in independent practice are increasingly constrained by the dictates of external bodies (insurance companies, government agencies, managed care). The model of professionalism reflecting occupational reality in the twenty-first century is called the policy-based profession (see figure 1.2)
	1. **Expert Technique.**
18. Recognition as a profession has never fully relied professional techniques. All professions were recognized as professions before they had any particularly effective techniques. This includes medicine, which was not particularly effective until the twentieth century.
19. Social assignment of responsibility for the management of specific social problems is a more consistent justification for professional identity.
	1. **Professional Practice Within an Organizational Context.**
20. In a theory termed *proletarianization* or the loss of control that professionals supposedly experience in large organizations, the authority of the office is thought to replace the authority of the professional.
21. Sociologists who have studied professionals working in organizations have found that the fears of losing professional autonomy in such settings have been greatly exaggerated.
22. Organizations have developed as hybrid forms that deviate from the ideal type of bureaucracy in order to accommodate professionals.
23. Labor laws now recognize professionals as those who are expected to regularly exercise judgment and discretion with supervision limited to another professional.
24. **Social Work as a Policy-based Profession**: Practice Implications Recognizing that social work is a policy-based rather than a market-based profession clarifies and legitimizes the place of social welfare policy as a central concern.
	1. Social Welfare Policy and Social Work Competencies
25. Largely driven by CSWE the social work profession in recent years has become increasingly concerned with specifying and measuring competencies.
26. 2015 Educational Policy and Accreditation Standards include policy practice
	1. Policy Practice as a Social Worker Role
27. Policy practice as that aspect of social work macropractice that is concerned with policy advocacy, development, and analysis within the framework of social work values, particularly the value of social justice.
28. A number of social workers, trained at the MSW level with specializations in macropractice, spend their careers as policy practitioners.
	1. The Importance of Understanding Social Welfare Policy for the Direct-Practice Social Worker.
29. Policy Determines the Major Goals of Service.
30. Policy Determines Characteristics of Clientele.
31. Policy Determines Who Will Get Services.
32. Policy Specifies, or Restricts, Certain Options for Clients.
33. Policy Determines the Theoretical Focus of Services.
34. **Conclusion.** Although few social workers enter the profession because of an interest in social welfare policy, every social work practitioner is in fact involved in policy on a daily basis. Social work agencies are created by policies, their goals are specified by policies, social workers are hired to carry out policy-specific tasks, and the whole environment in which social workers and clients exist is policy-determined.

**Learning Activities**

* 1. Describe the "mythology of autonomous practice" in your own words. To what extent has this myth impacted your personal understanding of the practice of social work?

*Competency: Demonstrate Ethical and Professional Behavior.*

* 1. Do all forms of social work practice respond to dependency? Why or why not?

*Competency: Engage in Policy Practice.*

* 1. How does dependency threaten social stability?

*Competency: Assess Individuals, Families, Groups, Organizations, and Communities.*

* 1. Access one of the online job search websites (e.g., CareerBuilder.com or Indeed.com) and look at the job descriptions for open positions identified as "social work." Do these job descriptions seem more closely related to micropractice or macropractice? In what way?

*Competency: Demonstrate Ethical and Professional Behavior.*

* 1. Which reason for the dominance of micropractice seems most compelling to you personally? Why?

*Competency: Engage in Policy Practice.* Professional Identity

* 1. Read the Preamble and Ethical Principles of the NASW Code of Ethics (http://www.socialworkers.org) and compare it to the concept of individualism. How does individualism promote the practice of social work? How does it hinder the practice of social work?

*Competency: Demonstrate Ethical and Professional Behavior.*

* 1. Do you see any problems with a practice focused only on helping individuals experiencing role failure? What about a practice focused only on changing institutional causes of dependency?

*Competency: Assess Individuals, Families, Groups, Organizations, and Communities.*

* 1. Why has the import of Abraham Flexner's 1915 assessment of social work as a profession lingered so long?

*Competency: Demonstrate Ethical and Professional Behavior.*

* 1. Reread Popple's section I Introduction through the perspective of the triadic policy-based model and identify evidence of the existence of each of the three systems.

*Competency: Engage in Policy Practice.*

* 1. Read the licensing laws for the state in which you intend to practice (http://www.aswb.org). In what ways does state licensing of social workers support the professionalization of social work?

*Competency: Demonstrate Ethical and Professional Behavior.*

**Exercises in Understanding Analysis**

1. Draw or map social positions or statuses (student, worker, citizen, etc) you currently occupy and detail the roles attached to each. Further detail or map the social institutions that support or to enable you to fulfil each role and any institutions that are not providing adequate supports.
2. Provide students with a newspaper or internet article detailing a social problem (local homelessness problem, opioid addition, etc) and have students define the role failure and/or institutions that fail to provide adequate support.
3. Which is a stronger justification for the practice of social work, individual role failure or the failure of social institutions? Why?
4. Consider classification of ways that policy directly relates to social work practice, which way do you believe policy will most directly influence your future social work practice area?
5. The authors state that "within a relatively few years of Flexner's paper, social work had all but eliminated knowledge and skills related to social policy from the profession's domain." Who gained as a result of this change? Who lost?
6. What evidence have you seen in your practice or field assignments that might support the theory of proletarianization?

**Assessing Your Competency**

Use the scale below to rate your current level of achievement on the following concepts or skills associated with each competency presented in the chapter:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1 | 2 | 3 | 4 | 5 |
| I can accurately describe the concept or skill |  | I can consistently identify the concept or skill when observing |  | I can competently implement the concept or skill in |

* Explain the function of social work in society, including a definition of the social welfare institution, and relate this to the two targets of social work.

\_\_\_\_\_ Is able to explain the role of social work in society.

\_\_\_\_\_ Can define social welfare as an institution.

\_\_\_\_\_ Can define and recognize the two targets of social work practice.

* Understands the reasons that micropractice has dominated macropractice.

\_\_\_\_\_ Is able to explain the immediacy of micropractice.

\_\_\_\_\_ Is able to explain how individualism influences the dominance of micropractice.

\_\_\_\_\_ Is able to explain how the desire for professionalization has led to the dominance of micropractice.

* Can discuss social work’s pursuit of professional status, how the market based model was adopted and thus led to the embrace of micropractice, and how the policy-based model changes the definition of social work practice.

\_\_\_\_\_ Is able to explain the historical precedent of the market-driven model.

\_\_\_\_\_ Is able to explain how external demands support the policy-based model.

\_\_\_\_\_ Is able to explain how growth in corporate organizations lead to the policy-based model.

* Can analyze the wisdom of social work adopting medicine as its professional model, including whether social work has become more like medicine or if medicine has become more like social work.

\_\_\_\_\_ Is able to explain what Flexner meant by communicable technique.

\_\_\_\_\_ Is able to explain what Flexner meant by autonomy or professional authority.

\_\_\_\_\_ Is able to explain the weaknesses of the market-driven model.

* Can identify the relation of policy to social work practice, differentiating between social work policy specialists and generalist direct-practice social workers, and explain why understanding social welfare policy is important for direct-practice social workers.

\_\_\_\_\_ Is able to provide an example of how case goals include policy issues.

\_\_\_\_\_ Is able to provide an example of how agency culture is influence by policy issues.

\_\_\_\_\_ Is able to provide an example of how child welfare services are influenced by policy.

\_\_\_\_\_ Is able to provide an example of how service restrictions and specifications are influenced by policy issues.

\_\_\_\_\_ Is able to provide an example of how theoretical perspective for practice is influenced by policy issues.

**TEST QUESTIONS FOR CHAPTER 1**

**Multiple Choice**

* 1. Which of the following is an example of an individual not fulfilling a role adequately?
1. A man spends his time gambling and fails to maintain employment.
2. A child is left unattended at a daycare facility that is understaffed.
3. A woman is unable to make ends meet because only low waged jobs are available in her community.
4. A woman is unable to obtain needed health care as her rural community no longer has a hospital or clinic.
	1. Dependency occurs when:
5. An individual is not adequately fulfilling a role.
6. Social institutions are not providing adequate supports to enable the individual to fulfill a role.
7. Both of the above.
8. Neither of the above.
	1. When an individual is doing everything necessary to fulfill a role and the appropriate social institutions are functioning well enough to support the person's role performance we have:
9. Interdependence.
10. Dependency.
11. Social justice.
12. Economic justice
	1. Which is not considered a type of macropractice?
13. Planning.
14. Counseling.
15. Policy.
16. Administration.
	1. Macropractice has been called:
17. *Wholesale* social work practice.
18. Working to effect social change.
19. Dealing with the *cause* of a social problem.
20. All of the above
	1. Which of the following statements supports the fact that an individual is usually the most immediate target for change?
21. An individual cannot fulfill a role until after social change.
22. Social work concerns a person’s intrapsychic functioning.
23. An individual with a problem cannot wait for a social policy change.
24. None of the above
	1. Which of the following statements help explain the emphasis on the micro, individual treatment aspects of social work?
25. The individual is the most immediate target for change.
26. The conservative nature of U.S. society.
27. Efforts to achieve professional status.
28. All of the above
	1. In Abraham Flexner's 1915 assessment, social work met this standard of being professional:
29. Demonstrated communicable techniques.
30. Derived from science and learning.
31. Altruistic.
32. All of the above
	1. Social work responded to Flexner's critique by:
33. Focusing on *social casework*.
34. Organizing the American Association of Professional Schools of Social Work.
35. Rejecting social legislation and settlement house work as part of the social work curriculum.
36. All of the above
	1. The market-based model of professional practice relies on:
37. A historical example of private medical practice that is no longer dominant.
38. An anti-corporate and anti-bureaucratic perspective.
39. Validation by the attraction of customers in a business model.
40. All of the above.
	1. Which of the following social work leaders argued for a profession based on social as well as economic theory?
41. F. Stuart Chapin
42. George Mangold
43. Mary Richmond
44. Abraham Flexner
	1. The Charity Organization Society leader Mary Richmond advocated for:
45. the development of practical knowledge, such as professional case work, to address the problems of individual role performance.
46. a profession based on social and economic theory and with a social reform orientation.
47. the process and techniques used by probation officers.
48. None of the above.
	1. *Proletarianization* refers to:
	2. An anti-bureaucratic bias.
	3. A Marxist theory of history in which capitalism that strips all workers of control over their work.
	4. A shift in authority from the professional to the office.
	5. All of the above
	6. Studies of organizations do not support proletarianization because:
49. Professionals are recognized under U.S. labor law as a special group.
50. Professionals are subject to supervision by other professionals.
51. Both of the above.
52. Neither of the above
	1. The strengths of the policy-based professional model include:
53. Acceptance of difficult-to-define functions as part of social work practice.
54. Acceptance of social work practice within an organizational context.
55. Acceptance of systemic influences on human behavior.
56. All of the above
	1. Interdependence can be defined as:
	2. A group of dependent people banding together to help each other.
	3. An individual is doing everything necessary to fulfill roles and the appropriate social institutions are functioning well enough to support the person’s role performance.
	4. The cause of the American Revolution.
	5. A person who is functioning somewhere between being independent and being dependent.
	6. An example of individual role failure is:
57. A woman can’t keep a job because she has problems controlling her temper.
58. A woman is unemployed because there are not enough jobs in her community.
59. A child with a learning disability does not attend school because the school does not offer a program to that meets his special needs.
60. A young mother leaves her child at an unlicensed day care center because it is the only one she can afford.
	1. Micropractice is dominant in social work because of all the following except:
		1. The individual is the most immediate target for change.
		2. The conservative nature of U.S. society.
		3. The model of professionalization that the social work profession has pursued.
		4. All of the above
	2. According to Flexner, social work was lacking in which of the following criteria of a profession?
		1. broadness of boundaries
		2. professional self-consciousness
		3. altruistic nature
		4. educationally communicable technique and individual responsibility
	3. The author of the 1915 paper that had a great impact on the direction of the social work profession was:
		1. S. Humphries Gurteen
		2. Mary Richmond
		3. Abraham Flexner
		4. Alvin Schorr
	4. In this text, the traditional way of defining professions such as medicine is called:
		1. The market-based model
		2. The process model
		3. The conflict model
		4. The trait model
	5. The author’s describe the policy based profession as being comprised of the following except:
61. The practice system
62. The policy system
63. The client system
64. The professional system
	1. The thesis that asserts that professionals lose power and control when they work in organizations is called:
		1. The white collar blues
		2. Proletarianization
		3. Alienation
		4. Bureaucratization
	2. Which of the following is not a policy practice role?
		1. Therapist
		2. Planner
		3. Administrator
		4. Program evaluator
	3. Social policy does not determine the:
		1. Major goals of service
		2. Goals of clients
		3. Characteristics of clients
		4. Theoretical focus of services

### True or False

1. Social welfare policy is relevant to the day-to-day activities of social workers
2. From the very beginning, providers of social services have been concerned with gaining recognition as profession
3. Settlement house work has always been a respected part of the social work curriculum.
4. Professional authority or autonomy is based on educational and state licensing credentials.
5. The crucial issue in the development of a profession is the responsibility for the management of a social problem

### Essay Questions

1. Describe the difference between role failure and the failure of social institutions as each form of failure relates to the issue of dependency. Provide examples of each that qualify as targets for social work practice.
2. Describe how micropractice has come to dominate macro practice.
3. Identify three reasons why macropractice should not be dominated by micropractice if social work is to effectively deal with the problems of dependency.
4. Illustrate, with examples, how social stability is threatened by individual role failure and the failure of social institutions to support individual role performance.
5. The authors argue that social work should be recognized as a policy-based rather than a market-based profession. What are some arguments in support of this conclusion?

**Answer Key**

**Chapter 1**

1-1 A

1-2 C

1-3 A

1-4 B

1-5 D

1-6 C

1-7 D

1-8 D

1-9 D

1-10 D

1-11 D

1-12 A

1-13 D

1-14 C

1-15 D

1-16 B

1-17 A

1-18 D

1-19 D

1-20 C

1-21 A

1-22 A

1-23 B

1-24 A

1-25 B

1-26 True

1-27 True

1-28 False

1-29 False

1-30 True

**Answer key not available for Essay Questions**