

Field Instructor Certification Session 3

October 13, 2023

Ethical Decision Making

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Agenda

- Speaker Introduction
- Housekeeping
- NASW Code of Ethics
- Break- 10:30 - 10:45 am
- Ethical issues in field education
- Ethical decision-making model

*Good
morning!*

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(she/her/hers)

Teaching Professor

Assistant Dean, Office of Field Education -
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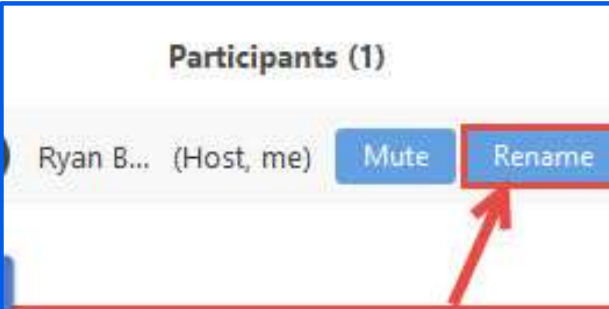


Housekeeping

Attendance

CEU Notice

[Interactive](#)



Participants (1)

Ryan B... (Host, me) Mute **Rename**

In the "Participants" list on the right side of the Zoom window, hover over your name and click on the "Rename" button.



Objectives

WHAT WE WANT TO ACHIEVE

Review NASW
Code of Ethics,
2021
Amendments

Explore potential
ethical issues that
can arise in the field
instructor/student
relationship

Provide a model
and key concepts
of ethical
decision-making
for use in
supervision

NASW Code of Ethics

Preamble

Purpose of NASW Code of Ethics

Ethical Principles

Ethical Standards



Preamble

The primary mission of the social work profession is to enhance human well-being and help meet the basic human needs of all people, with particular attention to the needs and empowerment of people who are vulnerable, oppressed, and living in poverty.

Mission

- service
- social justice
- dignity and worth of the person
- importance of human relationships
- integrity
- competence

Core Values

Self-Care

inclusion of self-care language to the Purpose & Ethical Principles sections of the Code

Cultural Competence

reinstatement of the term “Cultural Competence” as it relates to social workers’ ethical responsibilities described in Standard 1.05



2021
Amendments

Purpose

Code has been amended to include new language in the Purpose section that reads:

Professional self-care is paramount for competent and ethical social work practice.

Professional demands, challenging workplace climates, and exposure to trauma warrant that social workers maintain personal and professional health, safety, and integrity.

Social work organizations, agencies, and educational institutions are encouraged to promote organizational policies, practices, and materials to support social workers' self-care.

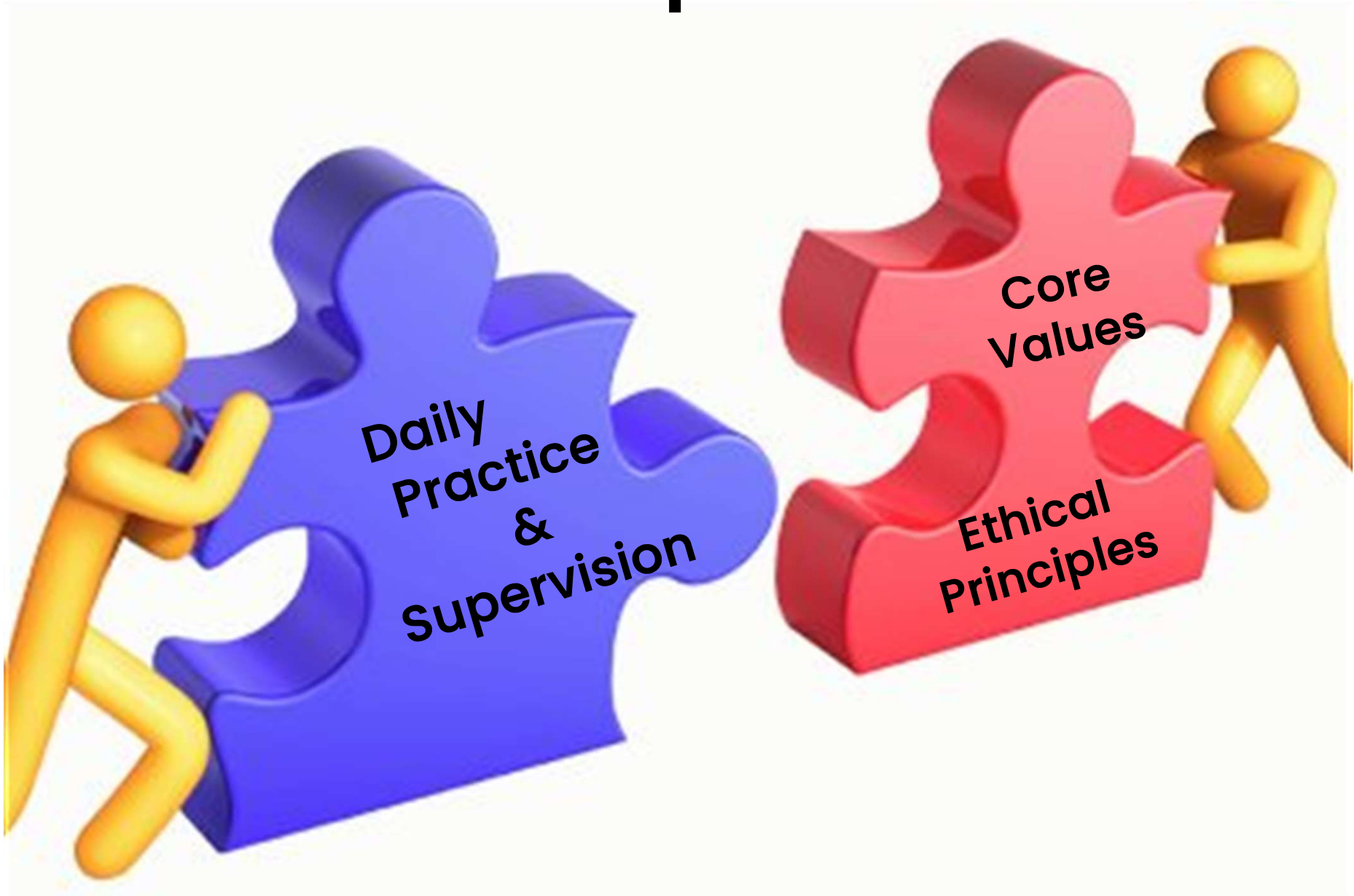
Breakout Room #1 Topic

Discuss what policies, practices, and materials your organization promotes to support social workers' self-care.

Create 3 specific actions a Field Instructor can take to support students' self-care.



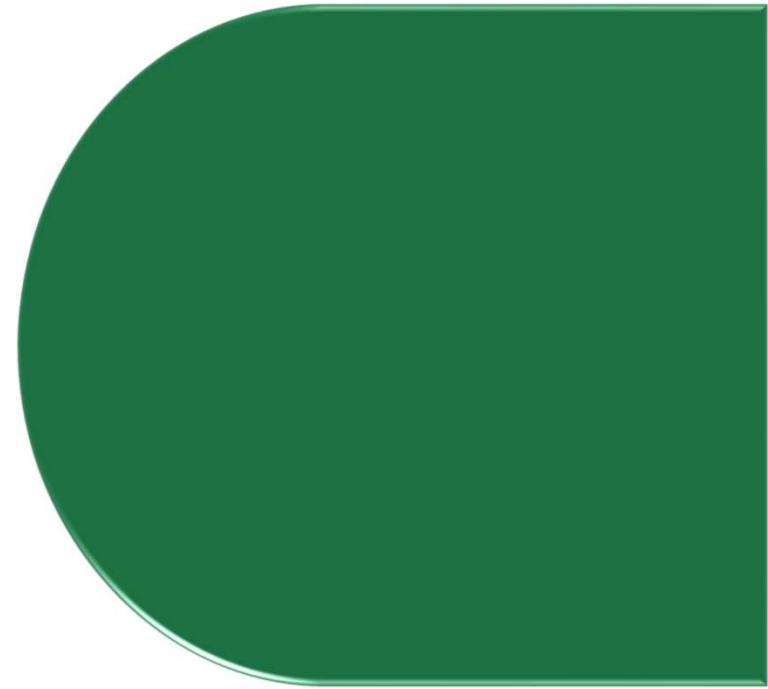
Ethical Principles



Core Value: Service

Ethical Principle:

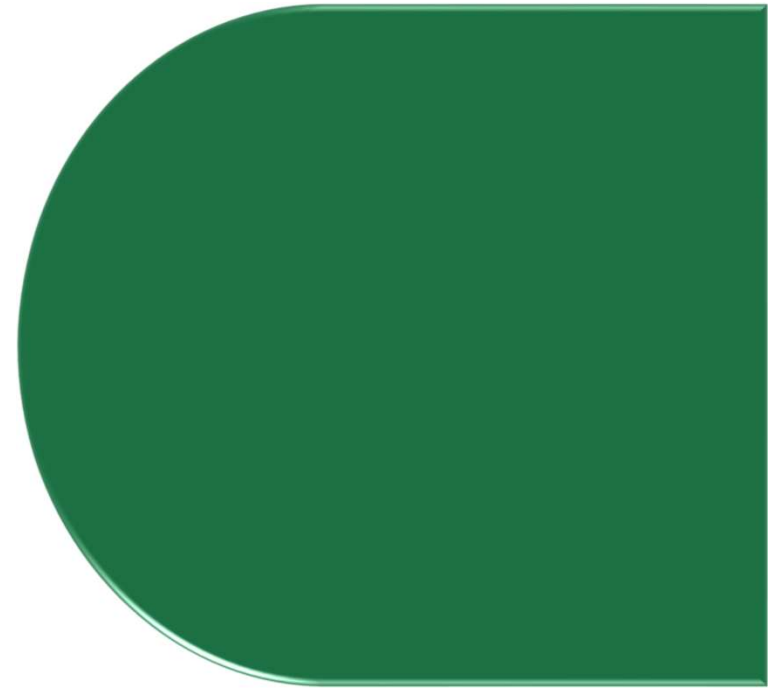
Social workers' primary goal is to help people in need and address social problems.



Core Value: Social Justice

Ethical Principle:

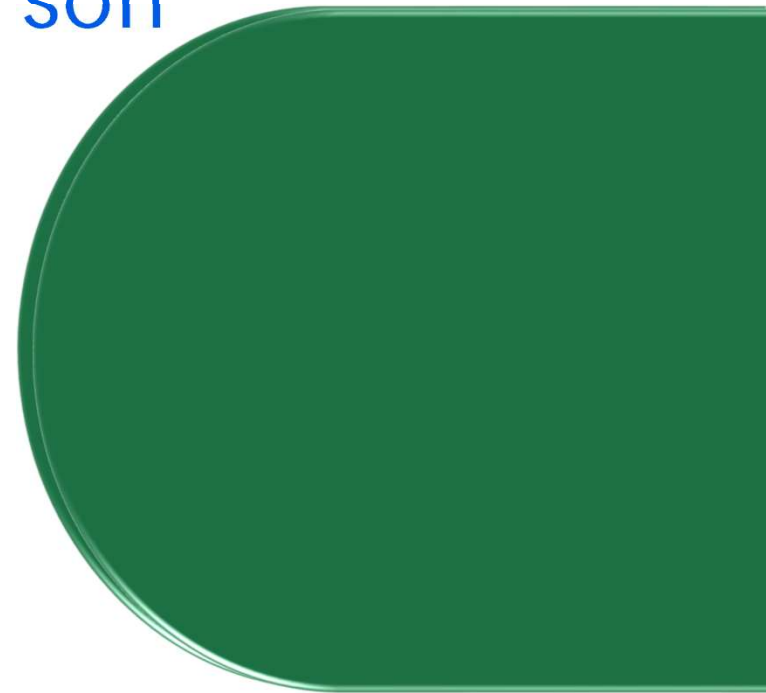
Social workers challenge injustice



Core Value: Dignity & Worth
of the Person

Ethical Principle:

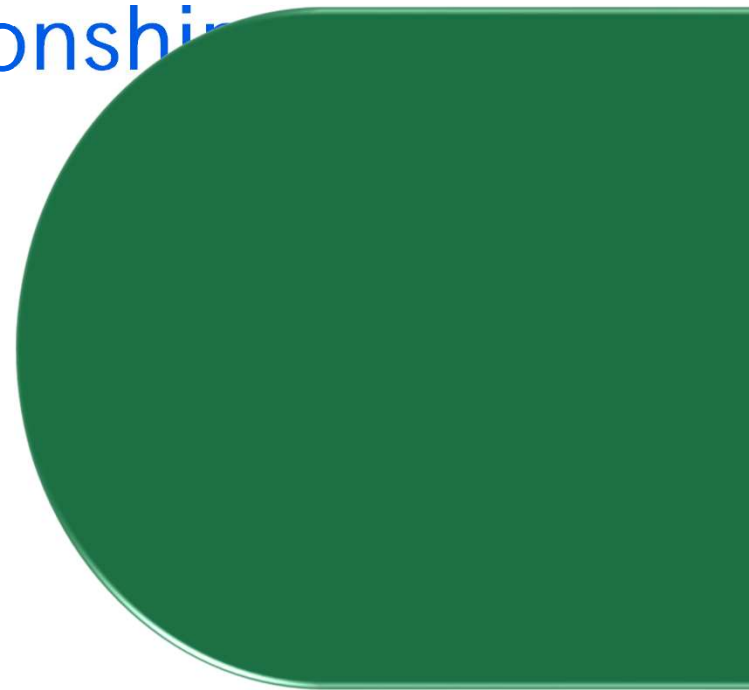
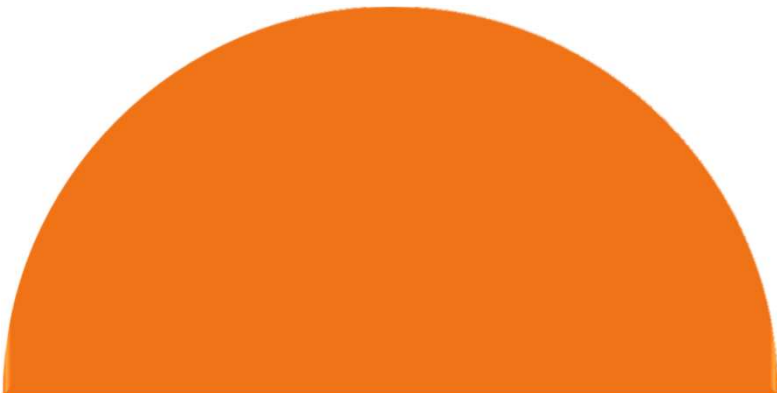
Social workers respect the inherent
dignity and worth of the person



Core Value: Importance of
Human Relationships

Ethical Principle:

Social workers recognize the central
importance of human relationships



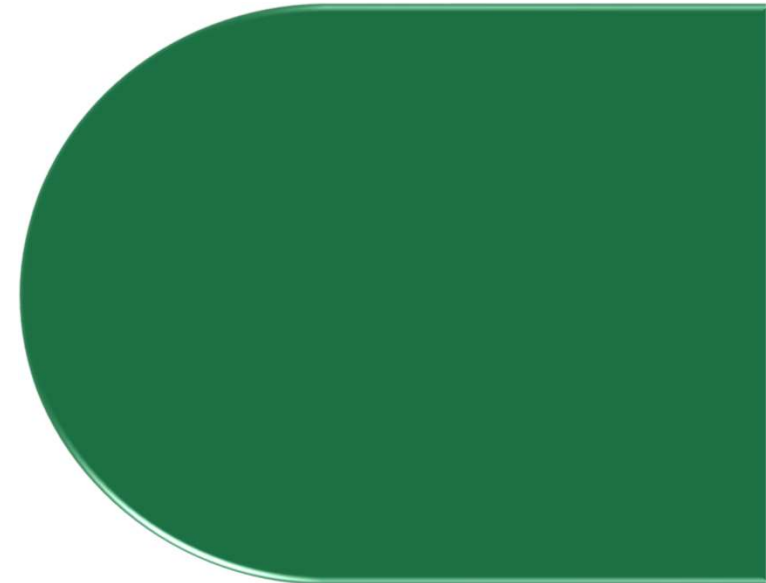
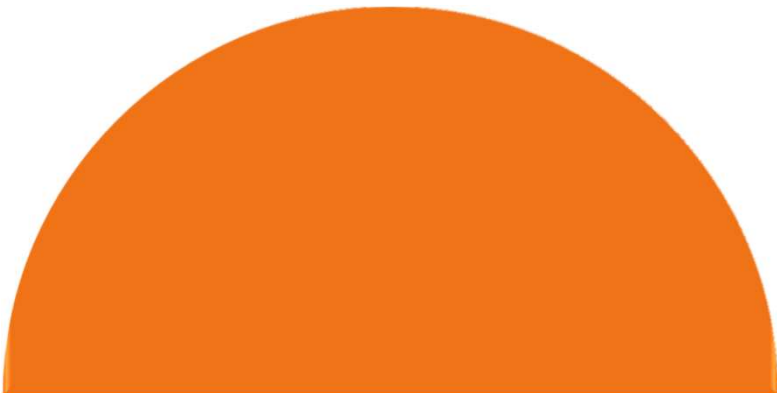
Core Value: Integrity



Ethical Principle:

Social workers behave in a trustworthy manner.

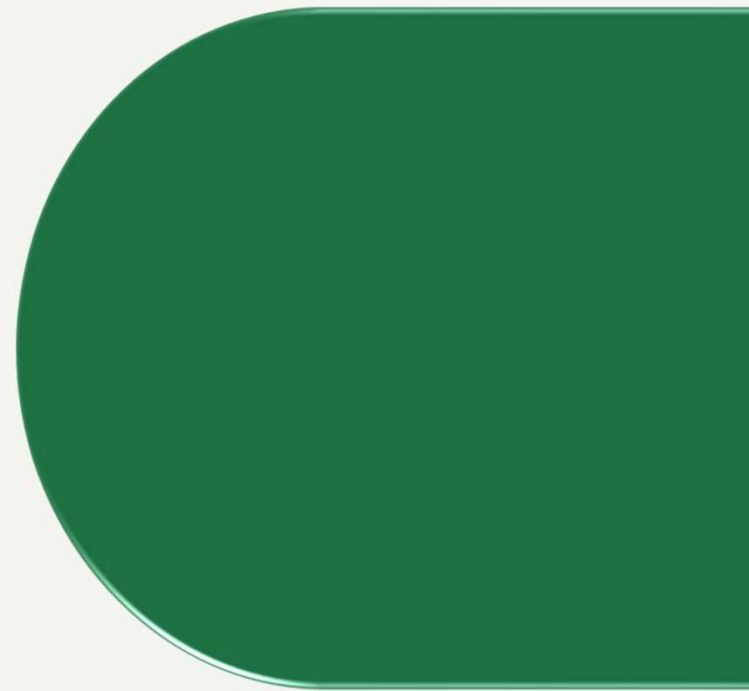
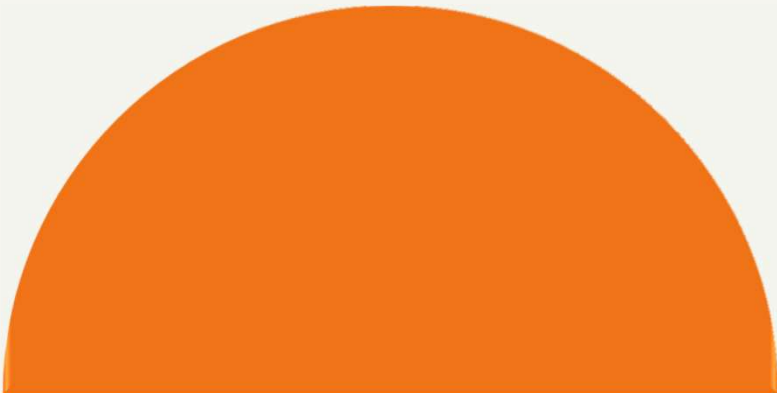
Social workers are continually aware of the profession's mission, values, ethical principles, and ethical standards and practice in a manner consistent with them. [Social workers should take measures to care for themselves professionally and personally.](#) Social workers act honestly and responsibly and promote ethical practices on the part of the organizations with which they are affiliated.



Core Value: Competence

Ethical Principle:

Social workers practice within their areas of competence and develop and enhance their professional expertise



Ethical Standards



Ethical Standard 1.05

Cultural
Awareness
& Social
Diversity



Cultural
Competence

3.02 Education and Training

- (a) Social workers who function as educators, field instructors for students, or trainers should provide instruction only within their areas of knowledge and competence and should provide instruction based on the most current information and knowledge available in the profession.
- (b) Social workers who function as educators or field instructors for students should evaluate students' performance in a manner that is fair and respectful.
- (c) Social workers who function as educators or field instructors for students should take reasonable steps to ensure that clients are routinely informed when services are being provided by students.
- (d) Social workers who function as educators or field instructors for students should not engage in any dual or multiple relationships with students in which there is a risk of exploitation or potential harm to the student, including dual relationships that may arise while using social networking sites or other electronic media. Social work educators and field instructors are responsible for setting clear, appropriate, and culturally sensitive boundaries.



Breakout Room #2 Topic

1. Discuss how you provide feedback to your practicum students?
 - Is providing timely feedback difficult for you?
2. Do you discuss boundaries with your practicum students?
3. Have you experienced a boundary issue with a student? How did you reconcile it?





Ethics Competence

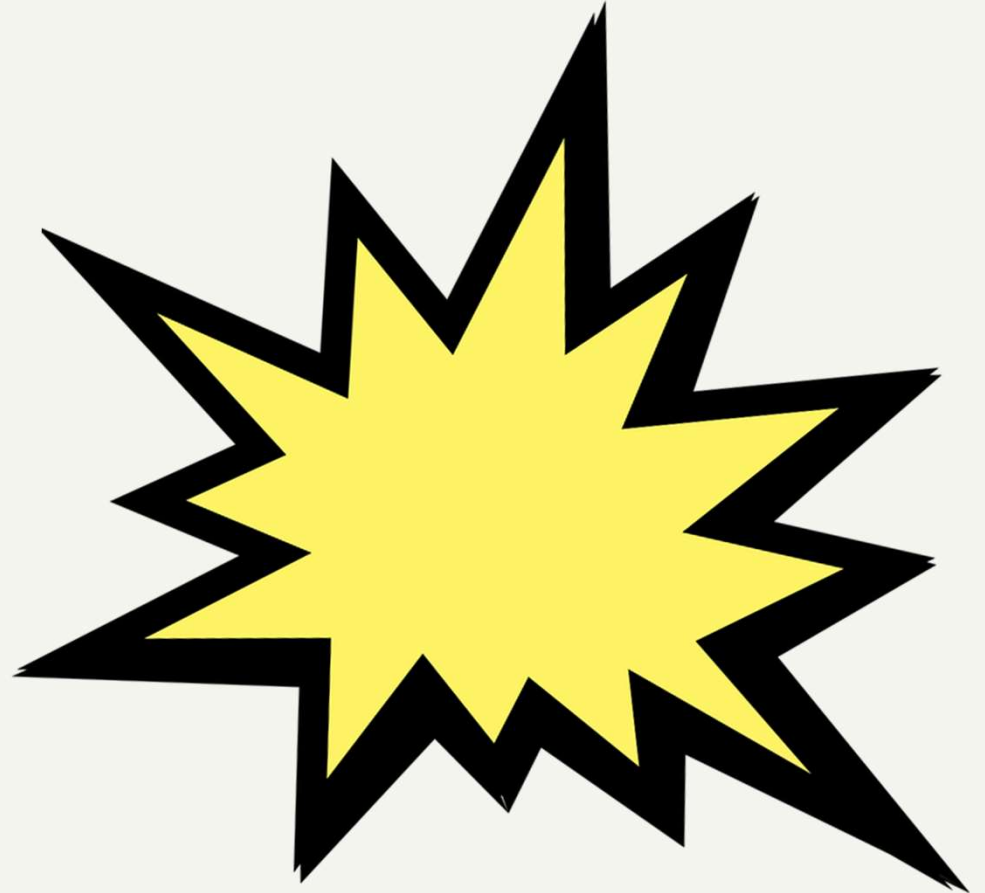
Competency 1:

Demonstrate Ethical and Professional Behavior



Ethics Competence

Chat Blast



Break



Four Pillars of Social Work

Social Justice

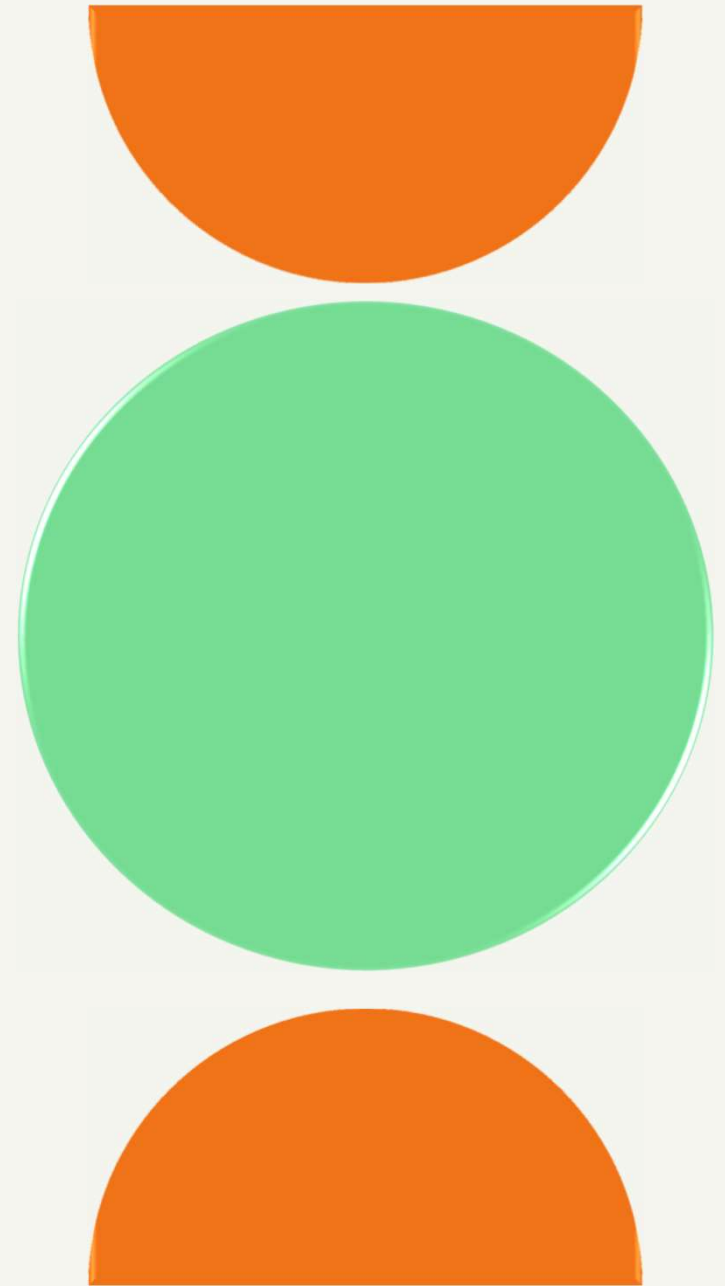
Inclusion

Diversity

Equity

The NASW Code of Ethics is designed to help social workers identify relevant considerations when professional obligations conflict or ethical uncertainties arise.

- *Behavior- Apply standards of the NASW Code of Ethics*



Breakout Room #3 Topic

These case scenarios are drawn from actual field instructor/student ethical situations....gives you a chance to go through the 2018 Code of Ethics to see how the ethical principles direct your actions (This is your refresher!)



Group Exercise/Discussion

Locating Code Standards Relating to Ethical Issues

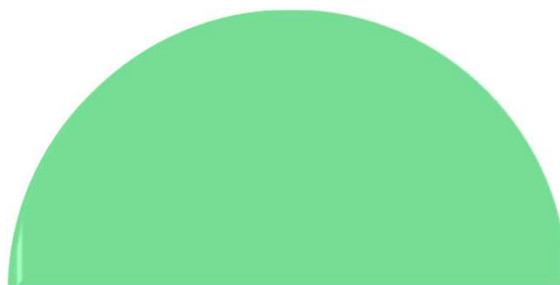
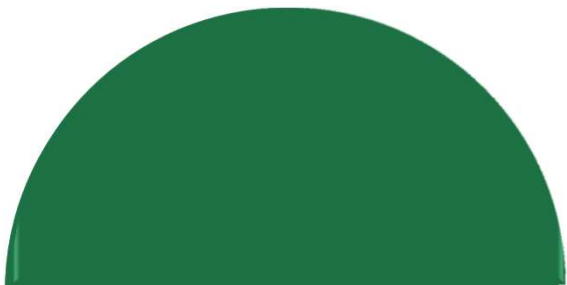
For each scenario, please find and cite the standard in the Code of Ethics that helps to provide guidance in the situation. Additionally, discuss how you would handle.

1. The student has been struggling with being organized. At the supervision session, the student tells you that they take home patient face sheets each night and organize on a clip board. What standard(s) in the code relate to this? How would you handle this?
2. The student reports that with their concern for safety, they check Missouri Case net first to see if there are any charges or convictions. The student reports they do not want to do a home visit on an assigned client as 10 years ago the client had a misdemeanor stalking charge and a DUI. What standard(s) in the code relate to this? How would you handle?
3. It is time for the faculty field liaison visit. You as the field instructor were asked to take on another project in the agency and just haven't been available or providing weekly supervision for the student. What sort of report should you give on the students' performance? How would handle the subsequent final evaluation? What standard(s) in the code relate to this? How would you handle?

Ethical Dilemmas

“ Difficult ethical choices in social work, or ethical dilemmas, emerge when social workers encounter competing values, duties and obligations. Ethical dilemmas occur in every social work domain, including direct practice, community organization, administration, policy, and research and evaluation.”

Source: Reamer, F. (2005)



Ambiguity



"Ethical dilemmas are fascinating for philosophers but agonizing for practitioners"
C. Cassel (1984). Lecture on Ethics, Mount Sinai Medical Center, New York, NY

Values

- What we want
- Reflect our beliefs
- Reveal personal conviction
- Constantly evolving based on experience

Ethics

- What is the right thing to do
- How we apply our beliefs
- Cause us to wrestle with **uncertainty**
- Constantly evolving based on others experience



Ethical Dilemmas: A Note of Caution

Not all ethical quandaries are ethical dilemmas

The difficult decision may be a practice challenge, ethical issue, or ethical dilemma-need to identify which and be sure we are not over-using the label of “dilemma”

•Behavior-Engage in ethical decision making





- **Beneficence**
- **Nonmaleficence**

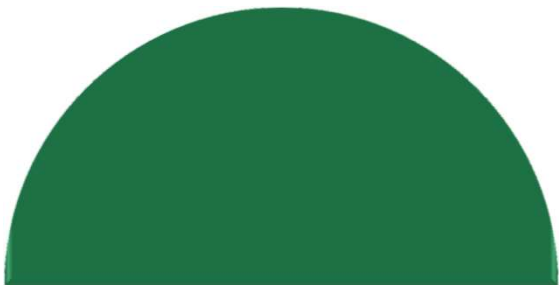
Ethical and Legal Issues

Among the most challenging dilemmas encountered by professionals

- Acts of commission
- Acts of omission



Source: Reamer, F. (2005)



Helping Students Navigate Ethics



Be aware of student's tenuous position as an intern or "guest" with limited power in the agency and address in supervision

Actively engage students around issues related to conflict with beneficence (best interest of the client) AND organizational policy, fiscal concerns, agency staff, autonomy, confidentiality and their own lack of social work skills


Helping Students Navigate Ethics



Prepare students to work in inter-professional settings where students may experience value conflicts with other professionals

More research needed-develop and test a range of ethics teaching strategies (Dodd, 2007)

Behavior-Use supervision and consultation in ethical decision making, Engage in reflection and self regulation to manage personal values and professional values



Document, document, document!

- Data and all persons involved
- Every step of the decision making process
- The rationale for the course of action taken

The ETHIC Model of Decision Making

Congress, Elaine (2000)



Examine relevant personal, societal, agency and professional values



Think about what ethical standard(s) of the NASW Code of ethics applies as well as relevant laws and case decisions



Hypothesize about possible consequences of different decisions



Identify who will benefit and who will be harmed in view of social works' commitment to the most vulnerable



Consult with supervisor and colleagues about the most ethical choice

Breakout Room #4 Topic

Someone should present an actual ethical dilemma that occurred
Together practice using the
3-D Guide to Discussing Ethical Dilemmas



Collaborative Social Work Field Education Project

“3-D” Guide to Discussing Ethical Issues during Supervision

1. **Describe/Discuss:** Describe ethical situation/issue and discuss. Pay particular attention to your personal values and experiences vs. your professional values and ethics. How do your personal values influence your perception of the situation/issue? How could your personal values influence the outcome of the situation?

2. **Determine:** Determine if this situation results in an Ethical Dilemma or Practice Decision. If an Ethical Dilemma, how does this issue move from simply an ethical “issue” (meaning there’s no conflict between values, duties, etc., but the situation is complex and requires a practice decision) to a “dilemma?”

Ethical Dilemma – “Difficult ethical choices in social work, or ethical dilemmas, emerge when social workers encounter competing values, duties and obligations. Ethical Dilemmas occur in every social work domain including direct practice, community organization, administration, policy, research and evaluation”(Reamer, F., 2005).

Ethical Dilemma

Ethical Issue/Practice Decision

ETHIC Model	Course of Action
<p>E Examine relevant personal, societal, agency and professional values.</p> <p>T Think about what ethical standards(s) of the NASW Code of Ethics applies as well as relevant laws and case decisions.</p> <p>H Hypothesize about possible consequences of different decisions.</p> <p>I Identify who will benefit and who will be harmed in view of social works’ commitment to the most vulnerable.</p> <p>C Consult with supervisor and colleagues about the most ethical choice.</p>	<ol style="list-style-type: none"> 1. What are the potential courses of action that the social worker could take? Explain. 2. What course of action would you take if you were the social worker that would best protect the interests of the patient/client, family, other professionals? 3. What are the reasons for your decision?

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Ethical Decision Making

Questions

Survey & CE

THANK YOU!!

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Reach
Out!