Hub Practicum Model Guidance

Framework

The model is a collaborative initiative between the three master's degree programs at SP2 to identify and engage community partner sites as hosts with the capacity to offer learning opportunities for students from all three master's programs, or at a minimum two of the three programs: Master of Science in Social Policy (Data Analytics), Master of Social Work, and Master of Science in Nonprofit Leadership during the same academic year, as well as conduct community engaged research. These sites are identified as a specialized practicum Hub for professional education training offered to students and site staff, working across disciplines with students, sharing resources, extending and fostering collaboration among sites doing similar work, and identifying challenges and advocacy needs of community partners. Community engaged research is also conducted as a collaborative model approach with community partners, faculty, and students focused on addressing partner needs.

Impact

A mutually rewarding partnership and collaboration with community partners to engage and professionally develop students across master's programs with an emphasis on understanding and honing interdisciplinary practice through their experiential learning at varied practicum sites.

Summary of Practicum Requirements for Each Master's Degree Program

The Master of Science in Social Policy (MSSP) students have the opportunity to gain real-world experience and apply classroom learning and research skills. The MSSP program partners with organizations for student practicum opportunities and gives students the autonomy to independently select or identify their own organization to complete a policy-related and/or data analytics practicum.
**Students complete 250 hours for MSSP students in the fall and spring semesters, and 150 hours for MSSP+DA students in the fall semester.*

The Master of Social Work (MSW) program partners with organizations that can provide opportunities for students to develop knowledge, practice skills *(foundation/generalist, clinical or macro)*, and provide experiences that will assist the student's integration of classroom learning and professional training and development while at the organization.
**Students complete 16-24 hours a week, across 3 days/week for four semesters: Advanced standing students complete 24 hours/3 days/week for 3 semesters.*

The Master of Science in Nonprofit Leadership (NPL) program offers students hands-on, career-focused experience through a Leadership Practicum, mentoring and leadership development experience with an executive-level leader at a local, national, or international social impact organization.
**Students complete a total of 250 hours throughout the fall and spring semesters of the academic year.*

How Can Students Be Integrated into Community Partner Sites

Reference table below and consider the relevant corresponding tasks, projects, and/or focus areas that can meet the practicum requirements of students from each program and have students contribute to meaningful work at your site.

Table: Potential Student Tasks, Projects, Focus Areas by Program

MSSP	MSW	**NPL**
Policy Research & Analysis: Policy research, literature reviews, legislative/regulatory research, policy memos and briefs, and evidence-based recommendations	**Generalist Practice:** Direct engagement and assessment with individuals, families, and groups; case management and coaching	**Fundraising & Philanthropy**: Donor research, fundraising campaigns, donor outreach, stewardship activities, sponsorship support
Data Analysis & Visualization: Data collection, quantitative and qualitative analysis, data visualization, dashboards, and interpretation of findings	**Therapy & Counseling/Clinical:** Managing and/or treating a caseload, learning and demonstrating therapeutic interventions and modalities	**Grant Writing & Management:** Funding research, grant proposals, application materials, grant tracking reports
Program Evaluation: Evaluation design, outcome measurement, program assessment, impact analysis, and recommendations for improvement	**Trauma Informed Support & Practice/Clinical:** Approaches to working and learning about individuals, assessing mental wellness and needs, identifying resources, and monitoring treatment or impact of intervention	**Board Governance & Development**: Board recruitment, onboarding materials, board handbooks, committee structures, governance policies
Community Needs Assessment: Community research, stakeholder interviews, environmental scans, systems mapping, and identification of service or policy gaps	**Administrative Practice/Macro:** Strategic planning, board development, fundraising, project planning, advocacy, training, curriculum development	**Community Engagement & Outreach:** Community events, outreach initiatives, presentations, partnership development, volunteer engagement
Grant Research & Support: Funding research, needs statements, data gathering, grant proposal support, and evaluation/reporting materials	**Research & Analysis/Macro:** Policy research, literature reviews, legislative/regulatory research, survey data, policy memos and briefs	**Communications & Marketing**: Communication plan strategy, promotional materials and website content
Policy Communications & Research Translation: Policy briefs, reports, fact sheets, presentations, research summaries, and translating complex research for diverse audiences	**Community Engagement & Outreach/Macro:** Community events, outreach initiatives, needs assessments, partnership development	**Program Development & Implementation**: Program research, curriculum/materials development, program planning, participant feedback

Establishing a Hub Practicum Student Cohort at Your Site

You have accepted students from 2 or more of SP2's master's programs and you have them involved in tasks and projects that align with their program requirements.

Consider which of the following opportunities exist that are either organic to the site or that a site can help curate as part of the practicum experience:

1. Can students from different master programs interact at the site and be able to learn about the respective roles each of them plays at the site as it relates to the work and mission of the site?

2. What projects or initiatives can benefit from having students from different master programs collaborate to achieve successful site outcomes from a micro, mezzo, and macro lens while students hone professional skills and practice in various settings?

3. Integrating a student cohort working throughout departments at a site aligning with their area of focus and providing opportunity to share reflections among the cohort and with agency staff can help demonstrate and model successful inter-agency dynamics, communication, collaboration, and leadership.

4. When capacity allows, pairing students from different master's programs to complete similar tasks adds to the learning experience, i.e., both a macro social work student and a policy student could work together to conduct research; a policy student, social work student, and nonprofit leadership work collaboratively on fundraising.

5. Foster time for student cohort to discuss project outcomes and data analysis, to observe and/or shadow work across disciplines happening at the site when possible; i.e., what activities can policy and data analytic students be part of that would inform their understanding of the direct practice work of social work students; what access to leadership does the cohort have, what style of leadership is being practiced or modeled?

6. Are there tasks or initiatives that benefit from the student cohort being cross trained to then be fully integrated at the site and have a comprehensive understanding of the scope of work, including intentional organizational structure and the ethics and values attached to leadership?

7. Group multidisciplinary supervision or meetings with the student cohort to share practicum experiences and learning, facilitated by onsite staff and/or in collaboration with SP2 staff.

8. The separate master's program practicum guidance is the primary level of guidance that links to the Hub model; sites must be able to provide mentorship, supervision, direction, support, and feedback that is required for each separate program, and integrate cross-discipline discussions and collaborative opportunities as part of an expanded practicum experience for a Hub site.

SP2 Supports for Hub Practicum Partners

- Master's program staff are available to help with individual student concerns and program-specific practicum requirements.

- Assist with guidance for developing student practicum descriptions that best describe student tasks and responsibilities associated with your site or help to implement new practicum project proposals that could be supported through the Hub model.

- SP2 staff are available to support and coordinate cross discipline discussions or a focus on how interdisciplinary reflection can be built into the Hub practicum experience at your site, offering students a place to reflect on working together.

- Identify and coordinate SP2 continuing professional education training opportunities that interest student supervisors/mentors, staff, or students at your site.

- Facilitate community partner roundtable discussions to learn from other sites implementing the Hub Practicum Model, identify potential to deepen partnerships and share resources.

- Consultation with SP2 faculty to identify and explore mutually beneficial community-engaged research opportunities.

- Annual SP2 Site Interest Forms to assist with planning for each academic year; a site submits the form to indicate the number of students a site can host from each program and allows for any updates to be made to the site's description of student practicum tasks.

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Additional Notes of Concept and Evolution of Hub Model

Model Established at SP2 in Fall, 2023

Initial Hub Community Partner Cohort, 2024-2025 Academic Year with 3 Community Partners

Table: Hub Site Categories

	1- Prime Site Partnership
	A site with the current capacity to enter into an annual agreement to host 10 or more students each academic year; multiple students from each master's program.
	Students are assigned tasks and projects based on specific program guidance and concentration.
	Students could be placed in different departments or in a subsite location.
	Multiple primary and task supervisors, mentors.
	2- Main Site Partnership
	Site with the capacity to host at least 1-3 students from each master's program each academic year.
	Students are assigned tasks and projects based on specific program guidance and concentration.
	Supervision may be by one supervisor for all students, or multiple supervisors assigned to oversee specific projects.
	3- General Partnership
	Site with capacity to host students from 2 different programs of the three master programs.
	Students are assigned tasks and projects based on specific program guidance and concentration.
	SP2 to work with site to increase capacity to host more students' year to year.
	Sites also surveyed for short-term policy and research projects, project-based service-learning
	4- Multi-Organization Collective Partnership
	Grouping organizations with a focus on similar/specialized work to form a collective.
	Each site to identify how many master's students in the site can host each academic year, certain sites a better fit for either MSSP/MSW/NPL based on tasks and scope of work at the organization.
	SP2 facilitates agency collaboration to share resources, strengthen a continuum of services, foster opportunities for advocacy, and provide specialized continuing education to staff and prepare students for moving into the workforce.