

## Council on Social Work Education 2015 Competencies

<b>Competency</b>	<b>Foundation Year Observable Behaviors</b> <i>(Operationalized in process recordings, supervision, case discussion, reflection paper, site visit and other field activities)</i>	<b>Advanced Year Observable Behaviors</b> <i>(Operationalized in process recordings, supervision, case discussion, reflection paper, site visit and other field activities)</i>
I. Demonstrate Ethical and Professional Behavior	<ul style="list-style-type: none"> <li>● Make ethical decisions by applying the standards of the NASW Code of Ethics, relevant laws and regulations, models for ethical decision-making, ethical conduct of research, and additional codes of ethics as appropriate to context</li> <li>● Use reflection and self-regulation to manage personal values and maintain professionalism in practice situations</li> <li>● Demonstrate professional demeanor in behavior; appearance; and oral, written, and electronic communication</li> <li>● Use technology ethically and appropriately to facilitate practice outcomes</li> <li>● Use supervision and consultation to guide professional judgment and behavior</li> </ul>	<ul style="list-style-type: none"> <li>● Seek and utilize feedback in supervision to identify and deepen areas of growth and guide professional development in clinical practice (including the use of technology)</li> <li>● Anticipate, identify, and attend to ethical tensions and apply a framework rooted in the NASW Code of Ethics to guide decisions in clinical practice</li> <li>● Understand and manage one’s own emotional responses in the best interest of the client system</li> <li>● Consistently demonstrate integrity and professional behavior in: appearance, communication (oral and written), and reliability in accordance with standards identified by the SSW, field agency, and professional codes</li> <li>● Use values and frameworks of the profession to effectively engage in inter-professional partnerships and collaborations</li> </ul>
II. Engage Diversity and Difference in Practice	<ul style="list-style-type: none"> <li>● Apply and communicate understanding of the importance of diversity and difference in shaping life experiences in practice at the micro, mezzo, and macro levels present themselves as learners and engage clients and constituencies as experts of their own experiences; and</li> <li>● Apply self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse clients and constituencies.</li> </ul>	<ul style="list-style-type: none"> <li>● Consistently identify the impact of inequities, diversity, difference, and oppression upon life experiences and the provision of services</li> <li>● Apply the skills associated with cultural humility, and the knowledge of social inequality to engagement, assessment, intervention, and evaluation at all levels of clinical practice</li> <li>● Use process recordings and supervision to examine and enhance self-awareness of one’s own attitudes and beliefs regarding stereotyping, bias and power-imbalances in practice client systems</li> <li>● Commit to raising their social consciousness in the interest of challenging the structures of racism and other forms of oppression</li> </ul>
III. Advance Human Rights and Social, Economic, and Environmental Justice	<ul style="list-style-type: none"> <li>● Apply their understanding of social, economic, and environmental justice to advocate for human rights at the individual and system levels</li> <li>● Engage in practices that advance social, economic, and environmental justice</li> </ul>	<ul style="list-style-type: none"> <li>● Identify and analyze social justice issues impacting the provision of client services</li> <li>● Participate in agency or community level policy practice or social action strategies to promote human rights and social, economic, and environmental justice policies and services</li> <li>● Consistently identify and practice targeted advocacy strategies and serve to improve client outcomes at applicable levels</li> </ul>
IV. Engage In Practice-informed Research and Research-informed Practice	<ul style="list-style-type: none"> <li>● Use practice experience and theory to inform scientific inquiry and research</li> <li>● Apply critical thinking to engage in analysis of quantitative and qualitative research methods and research findings; and</li> <li>● Use and translate research evidence to inform and improve practice, policy, and service delivery</li> </ul>	<ul style="list-style-type: none"> <li>● Locate, identify, and select evidence-informed practices</li> <li>● Demonstrate evidence-informed practice in one’s own direct clinical practice and system of service delivery</li> <li>● Critically consider practice and organizational context to identify priority for process, outcome evaluation and/or needs assessment in supervision and discussion with field agency staff</li> <li>● Formulate an evaluation plan designed to improve client outcomes, and/or programmatic efforts, with attention to potential areas for social action</li> </ul>

<p>V. Engage in Policy Practice</p>	<ul style="list-style-type: none"> <li>• Identify social policy at the local, state, and federal level that impacts well-being, service delivery, and access to social services</li> <li>• Assess how social welfare and economic policies impact the delivery of and access to social services</li> <li>• Apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, economic, and environmental justice</li> </ul>	<ul style="list-style-type: none"> <li>• Evaluate social welfare or economic policies that are relevant to clinical social work practice and assess the impact on individuals or families</li> <li>• Analyze advocacy needs within a clinical setting and propose a plan for implementation.</li> <li>• Articulate a deeper understanding of how social welfare policies can either improve or negatively impact client well-being</li> <li>• Develop a plan to apply skills in policy practice with aim of achieving policy change</li> </ul>
<p>VI. Engage with Individuals, Families, Groups, Organizations, and Communities</p>	<ul style="list-style-type: none"> <li>• Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks to engage with clients and constituencies; and</li> <li>• Use empathy, reflection, and interpersonal skills to effectively engage diverse clients and constituencies</li> </ul>	<ul style="list-style-type: none"> <li>• Consistently demonstrate active listening, attending, and reflecting skills</li> <li>• Consistently demonstrate the patience that is required to build trust</li> <li>• Create a collaborative working alliance before moving into problem solving</li> <li>• Identify and utilize one’s own social identity to enhance the engagement process</li> <li>• Seek supervision and mentorship to enhance effective use of self in practice</li> <li>• Use the six core values (social justice, importance of human relationships, dignity and worth of the person, integrity, competence and service) of the social work profession to guide decision-making regarding approaches to engagement</li> </ul>
<p>VII. Assess Individuals, Families, Groups, Organizations, and Communities</p>	<ul style="list-style-type: none"> <li>• Collect and organize data, and apply critical thinking to interpret information from clients and constituencies</li> <li>• Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the analysis of assessment data from clients and constituencies</li> <li>• Develop mutually agreed-on intervention goals and objectives based on the critical assessment of strengths, needs, and challenges within clients and constituencies</li> <li>• Select appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of clients and constituencies</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrate the effective use of a mental status exam in the appropriate context</li> <li>• Demonstrate the use of evidence-based assessment tools to assess for safety and well-being</li> <li>• Demonstrate confidence in the ability to explore all domains of client systems’ life and functioning</li> <li>• Demonstrate the capacity to develop an evidence-informed hypothesis of client functioning based on social work paradigms</li> <li>• Consistently practice the skills of empathy, attending, and affective exploration to elicit a client-centered picture of the strengths and challenges with which the client system interacts</li> <li>• Demonstrate an ability to identify the ways in which their own biases and social identities impact the assessment process</li> <li>• Assess client systems from a client-centered perspective, which honors life experiences, personal beliefs, current functioning, strengths and challenges, and barriers related to oppression and marginalization</li> <li>• Demonstrate knowledge of distinct practice approaches in formulations</li> <li>• Write a clear and concise assessment that reflects multi-dimensional understanding of the client/client system</li> </ul>
<p>VIII. Intervene with Individuals, Families, Groups, Organizations, and Communities</p>	<ul style="list-style-type: none"> <li>• Critically choose and implement interventions to achieve practice goals and enhance capacities of clients and constituencies</li> <li>• Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in interventions with clients and constituencies;</li> <li>• Use inter-professional collaboration as appropriate to achieve beneficial practice outcomes;</li> <li>• Negotiate, mediate, and advocate with and on behalf of diverse clients and constituencies; and</li> <li>• Facilitate effective transitions and endings that advance mutually agreed-on goals.</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrate the effective use of a mental status exam in the appropriate context throughout the intervention process</li> <li>• Demonstrate the skills necessary to effectively manage and attend to crises</li> <li>• Use evidence-informed practices for interventions that are consistent with client systems’ needs, strengths, and challenges</li> <li>• Use information established during the engagement phase, and learned in the assessment phase, to inform interventions</li> <li>• Determine ongoing treatment needs, access resources, and facilitate referrals as needed</li> <li>• Remain attentive to eco-systemic factors that influence the treatment planning process</li> <li>• Consistently re-evaluate engagement, assessment, and treatment planning over the</li> </ul>

		<p>course of treatment</p> <ul style="list-style-type: none"> <li>● Engage client systems in a process that honors their thoughts, values, and beliefs with regard to developing mutually agreed upon approaches to treatment</li> <li>● Collaboratively create treatment plans with client systems that accurately reflect needs, challenges, strengths and eco-system factors</li> <li>● Demonstrate awareness of the ways in which use of self, biases, and one's own social identities create a lens through which client systems are interpreted</li> <li>● Demonstrate an understanding of the ways in which oppression, structural and systemic challenges pose barriers to treatment planning</li> <li>● Use supervision to explore challenges in the intervention and treatment planning process</li> </ul>
<p>IX. Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities</p>	<ul style="list-style-type: none"> <li>● Select and use appropriate methods for evaluation of outcomes</li> <li>● Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the evaluation of outcomes</li> <li>● Critically analyze, monitor, and evaluate intervention and program processes and outcomes; and</li> <li>● Apply evaluation findings to improve practice effectiveness at the micro, mezzo, and macro levels.</li> </ul>	<ul style="list-style-type: none"> <li>● Create client-driven service plans that include evidence-informed, measurable outcomes</li> <li>● Use the evaluation process to enhance practice in the agency setting</li> <li>● Use evaluation findings to modify client interventions or improve program level effectiveness</li> </ul>