SW 894 D/E

CLINICAL ASP: Competency 1: Demonstrate Ethical and Professional Behavior

Clinical social workers apply the profession’s ethical standards and values and follow relevant laws and regulations that may impact advanced clinical practice with individuals, families, and groups. Clinical social workers critically analyze and apply ethical decision-making frameworks in their practice. Clinical social workers evaluate the effect of their personal values, experiences, and affective reactions on their professional practice and modify their approach as needed. Clinical social workers understand the theoretical underpinnings and history of clinical practice. Clinical social workers collaborate with inter-professional teams as appropriate and advocate for social work values. Clinical social workers pursue continued improvement and growth in their understanding and application of self, service, and social systems. Clinical social workers are committed to updating their knowledge and skills through attention to emerging research. Clinical social workers critically assess and employ technology in advanced clinical practice. Clinical social workers:

* employ and document the use of ethical decision-making to anticipate and clarify conflicting values, ethical dilemmas, and decision options.
* recognize and identify personal and professional strengths, limitations, and challenges.
* use education supervision and consultation to develop strengths and address limitations to grow in their professional judgment and behavior.
* apply technology to increase client access to services and improve clinical outcomes within legal and ethical guidelines.

CLINICAL ASP: Competency 2: Engage Diversity and Difference in Practice

Clinical social workers who practice with individuals, families, and groups recognize the diversity of the clients with whom they work, and the intersection of multiple factors including but not limited to age, class, color, culture, disability and ability, ethnicity, gender, gender identity and expression, immigration status, marital status, political ideology, race, religion/spirituality, sex, sexual orientation, and tribal sovereign status. Clinical social workers seek out knowledge related to these factors and strive to develop cultural humility. Clinical social workers recognize how this diversity influences their clients’ experiences within their ecosystems and how they, in turn, are differentially affected by their own diverse characteristics. Clinical social workers are knowledgeable about how cultural norms affect all levels of work with clients. Clinical social workers apply self-awareness and cultural humility to manage the influence of power, privilege, personal biases, and values in the therapeutic relationship. Clinical social workers:

* continuously strive to comprehend and honor, from a strengths perspective, the unique diverse identities of the clients with whom they engage.
* enhance the therapeutic process by understanding their own unique and multi-faceted identities and how those influence their clinical practice with clients.
* demonstrate continuous learning about diverse groups and strive to understand diversity from their clients’ perspective.
* employ culturally sensitive skills and techniques to foster the therapeutic process with diverse individuals, families, and groups.

CLINICAL ASP: Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice

Clinical social workers recognize that every person, regardless of their position in society, has fundamental global human rights such as freedom, safety, privacy, an adequate standard of living, health care, and education. Clinical social workers have a professional responsibility to assist in shaping policy to support these rights. Clinical social workers recognize strategic opportunities to influence policy in multiple contexts and advocate for policy changes that advance professional social work values; global human rights; social, economic, and environmental justice; and assist the individuals, families, and groups with whom they work. Clinical social workers:

* understand their legal and ethical obligations, rights, and constraints regarding participation in advocacy activities, including understanding the parameters of advocacy within their agency/work setting.
* recognize when their clients’ rights have been violated and advocate for human rights protections.
* consider when client participation in advocacy is an appropriate part of a client’s treatment plan.
* assess social policies affecting individuals, families, and groups and advocate for changes that make them more consistent with the NASW Code of Ethics and the United Nation’s global human rights framework.

CLINICAL ASP: Competency 4: Engage In Practice-informed Research and Research-informed Practice

Clinical social workers demonstrate the ability to use quantitative and qualitative research methods to inform and evaluate their social work practice with individuals, families, and groups. Clinical social workers use evidence from multi-disciplinary sources and multiple ways of knowing to inform and evaluate their social work practice with individuals, families, and groups. Clinical social workers demonstrate the ability to translate research findings into effective practice, policy, and service delivery. Clinical social workers:

* use theory, scientific inquiry, and research evidence to guide practice with individuals, families, and groups and to inform treatment decisions in clinical practice.
* apply critical thinking and evaluations from their practice to engage in practice-informed research and research-informed clinical practice.
* contribute to the knowledge base of social work by sharing the results of their work with colleagues and stakeholders as appropriate.
* develop appropriate research designs and/or generate research to inform practice, policy, and/or service delivery.

CLINICAL ASP: Competency 5: Engage in Policy Practice

Clinical social workers utilize human rights and social justice frameworks to develop strategic plans for influencing policy and its implementation at the federal, state, and/or local governmental and organizational levels. Clinical social workers understand the role of advocacy in policy practice and understand how to create a strategic plan to effect policy change across systems that may impact the individuals, families, and groups with whom they work. Clinical social workers understand the relevance of advocacy to create policy that supports human rights and social justice across multiple system levels. Clinical social workers:

* acquire expertise regarding key policies that affect individuals, families, and groups with whom they work.
* utilize knowledge of advocacy strategies for changing social policies at the federal, state, and/or local levels to assist those individuals, families, and groups with whom they work.
* empower and assist individuals, families, and groups in understanding policy and advocating on their own behalf to achieve desired outcomes.
* recognize that social work is a non-partisan political profession and that political processes and policies affect the social, economic and environmental wellbeing of individuals, families, and groups, as well as social work practice itself.

CLINICAL ASP: Competency 6: Engage with Individuals, Families, and Groups

Clinical social workers recognize theories of clinical practice and critically evaluate and apply this knowledge to facilitate engagement with clients, including individuals, families, and groups. Clinical social workers employ advanced interpersonal skills and strategies to effectively engage diverse clients. Clinical social workers assess how their personal experiences and affective reactions may impact their ability to effectively engage with diverse clients. Clinical social workers utilize relationship-building and inter-professional collaboration to facilitate engagement with individuals, families, and groups, as well as constituencies and other professionals as appropriate. Clinical social workers:

* formulate, define, and demonstrate engagement strategies with diverse individuals, families, and groups in a clinical practice setting.
* use knowledge of relevant theoretical perspectives and empirical evidence for clinical practice with individuals, families, and groups.
* use interpersonal skills including empathy and reflection to build and maintain the therapeutic alliance with diverse individuals, families, and groups.

CLINICAL ASP: Competency 7: Assess Individuals, Families, and Groups

Clinical social workers understand how to use theories of clinical practice to inform their assessment of diverse individuals, families, and groups. Clinical social workers understand and utilize multi-dimensional and multi-systemic information in assessing diverse individuals, families, and groups. Clinical social workers collaborate with other professionals to interpret and integrate clinical knowledge into the assessment. Clinical social workers articulate and manage how their personal experiences and affective reactions may influence their assessment and decision-making. Clinical social workers:

* collect, organize, and apply data to critically assess and interpret multi-dimensional and multi-systemic information from clients and collateral contacts.
* apply knowledge of theories of clinical practice and other theoretical frameworks in the analysis of assessment data.
* develop mutually agreed-on specialized practice intervention goals and objectives based on the thorough assessment of client strengths, needs, and challenges.
* select clinical practice intervention strategies based on the assessment, the evidence base, and client capacities and preferences.

CLINICAL ASP: Competency 8: Intervene with Individuals, Families, and Groups

Based on the assessment of the client system, clinical social workers critically analyze and select evidence-informed interventions. Clinical social workers implement interventions as an ongoing interactive process with diverse individuals, families, and groups. Clinical social workers critically apply clinical theories to intervene with clients to achieve client goals. Clinical social workers collaborate and communicate with other professionals to develop intervention strategies and approaches to meet client goals. Clinical social workers articulate and manage how their personal experiences and affective reactions may influence their intervention process with diverse individuals, families, and groups. Clinical social workers:

* critically analyze and select evidence-informed interventions.
* effectively implement interventions to achieve client goals.
* collaborate with other professionals to coordinate interventions on behalf of the client.
* remain aware of and monitor the potential impact of their personal experiences and affective reactions on the therapeutic process.
* apply advanced clinical principles to transitions and endings.

CLINICAL ASP: Competency 9: Evaluate Practice with Individuals, Families, and Groups

Clinical social workers evaluate and utilize outcomes to advance clinical practice, policy, and service delivery effectiveness. Clinical social workers establish and utilize a theoretically informed knowledge base for evaluation of their practice. Clinical social workers implement qualitative and quantitative methods for evaluating outcomes and practice effectiveness with individuals, families, and groups. Clinical social workers:

* critically select and implement appropriate methods for ongoing evaluation of clinical practice with individuals, families, and groups.
* apply knowledge of relevant theoretical frameworks and scholarly literature in the evaluation of outcomes with individuals, families, and groups.
* critically analyze, monitor, and evaluate intervention and program processes and outcomes with individuals, families, and groups.
* apply evaluation findings to improve practice effectiveness with individuals, families, and groups.
* continuously evaluate the interpersonal process and use that information to strengthen the therapeutic alliance.