**SW 494 A/B Competency Descriptions, Behaviors and Learning Activities**

**Competency 1: Demonstrate Ethical and Professional Behavior**

Social workers understand the value base of the profession and its ethical standards, as well as relevant laws and regulations that may impact practice at the micro, mezzo, and macro levels. Social workers understand frameworks of ethical decision-making and how to apply principles of critical thinking to those frameworks in practice, research, and policy arenas. Social workers recognize personal values and the distinction between personal and professional values. They also understand how their personal experiences and affective reactions influence their professional judgment and behavior. Social workers understand the profession's history, its mission, and the roles and responsibilities of the profession. Social Workers also understand the role of other professions when engaged in inter-professional teams. Social workers recognize the importance of life-long learning and are committed to continually updating their skills to ensure they are relevant and effective. Social workers also understand emerging forms of technology and the ethical use of technology in social work practice. Social workers:

**Behavior 1.1:** Make ethical decisions by applying the standards of 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.

**Activity:** Use the ethical decision-making model from SW 845 class to work through 3-4 ethical dilemmas faced during the semester and share the process with her instructor.

Use an ethical decision-making model to work through 3-4 ethical dilemmas including cultural/racial strengths and share the process with field instructor.

**Behavior 1.2:** Use reflection and self-regulation to manage personal values and maintain professionalism in practice situations.

**Activity:** Repeatedly identify the impact of personal and professional strengths, limitations, and challenges and discuss with field instructor.

Identify and discuss the impact personal values about race and equity have on working effectively with others.

**Activity:** Use reflection and self-regulation. Consider personal bias and engage in anti-racist conversations with my Colleagues.

**Behavior 1.3:** Demonstrate professional demeanor in behavior; appearance; and oral, written, and electronic communication.

**Activity:** Implement field instructor’s feedback (based on observation) related to professional judgment and behavior throughout the semester.

Review characteristics of white supremacy; discuss and implement feedback regarding strengths and limitations in supervision throughout the semester.

**Behavior 1.4:** Use technology ethically and appropriately to facilitate practice outcomes.

**Activity:** Identify technologies to increase clients’ access to services, improve clinical outcomes and share findings with instructor, 2-3 times this semester.

Identify cultural factors involved in using various technologies and potential impact on outcomes.

**Behavior 1.5:** Use supervision and consultation to guide professional judgment and behavior.

**Activity:** Review characteristics of white supremacy and discuss and implement feedback regarding strengths and limitations in supervision throughout the semester.

**Competency 2: Engage Diversity and Difference in Practice**

Social workers understand how diversity and difference characterize and shape the human experience and are critical to the formation of identity. The dimensions of diversity are understood as the intersectionality 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. Social workers understand that, as a consequence of difference, a person's life experiences may include oppression, poverty, marginalization, and alienation as well as privilege, power, and acclaim. Social workers also understand the forms and mechanisms of oppression and discrimination and recognize the extent to which a culture's structures and values, including social, economic, political, and cultural exclusions, may oppress, marginalize, alienate, or create privilege and power. Social workers:

**Behavior 2.1:** Apply and communicate understanding of the importance of diversity and difference in shaping life experiences in practice at the micro, mezzo and macro levels.

**Activity:** Describe the effect that the prison environment has on the therapeutic approach of the mental health staff, and how it has impacted my personal approach.

**Activity:** I will attend Speaker's Series events to increase awareness of diversity and difference in the workplace and discuss in supervision

**Activity:** Discuss impact of diversity with supervisor and how the intersectionality of difference groups affects services at all levels.

**Behavior 2.2:** Present themselves as learners and engage clients and constituencies as experts of their own experiences.

**Activity:** Review the NASW's Cultural Competency standards and utilize supervision and regularly discuss how these standards could be incorporated into work with clients.

**Activity:** Use person-centered approaches to engage with clients in an empowering and culturally sensitive way.

**Activity:** Recognize how intersectionality identities influences marginalization in diverse communities.

**Behavior 2.3:** Apply self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse clients and constituencies.

**Activity:** Articulate awareness of personal and cultural values/beliefs and how they influence interactions.

**Activity:** Use Process Recording to identify potential biases and values in working with diverse clients and discuss in supervision.

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

Social workers understand that every person regardless of position in society has fundamental human rights such as freedom, safety, privacy, an adequate standard of living, health care, and education. Social workers understand the global interconnections of oppression and human rights violations and are knowledgeable about theories of human need and social justice and strategies to promote social and economic justice and human rights. Social workers understand strategies designed to eliminate oppressive structural barriers to ensure that social goods, rights, and responsibilities are distributed equitably, and that civil, political, environmental, economic, social, and cultural human rights are protected. Social workers:

**Behavior 3.1:** Apply their understanding of social, economic, and environmental justice to advocate for human rights at the individual and system levels

**Activity:** Identify white supremacy characteristics in 3 social policies that impact human rights and advocate for change.

 **Activity:** Consistently advocate for resources to ensure social, economic, and environmental justice as their needs dictate.

**Activity:** Student will identify levels of discrimination a particular client faces and discuss with Field Instructor.

**Behavior 3.2:** Engage in practices that advance social, economic, and environmental justice

**Activity:** Routinely report incidents pertaining to recipient's rights violations and/or reports of abuse and/or neglect.

**Activity:** Empower clients to advocate for themselves, when appropriate, to foster self-determination and independence.

**Activity:** Consistently advocate for clients, regarding social policies, as they are presented at agency meetings.

**Activity:** Participate in the development and implementation of policies and practices that empower and advocate for marginalized and oppressed populations

**Competency 4: Engage In Practice-informed Research and Research-informed Practice**

Social workers understand quantitative and qualitative research methods and their respective roles in advancing a science of social work and in evaluating their practice. Social workers know the principles of logic, scientific inquiry, and culturally informed and ethical approaches to building knowledge. Social workers understand that evidence that informs practice derives from multi-disciplinary sources and multiple ways of knowing. They also understand the processes for translating research findings into effective practice. Social workers:

**Behavior 4.1:** Engage in practices that advance social, economic, and environmental justice

**Activity:** Regularly incorporate anti-oppressive best practices based on literature and discuss implications on services from diverse sources.

**Activity: G**ather relevant real-life /lived experiences from constituents for use in quantitative and qualitative research methods to advance social justice.

**Behavior 4.2:** Apply critical thinking to engage in analysis of quantitative research method and research findings

**Activity:** Repeatedly document engaging questions based on intentional client interaction.

**Activity:** Frequently engage others by using best practice methods that are culturally sensitive

**Competency 5: Engage in Policy Practice**

Social workers understand that human rights and social justice, as well as social welfare and services, are mediated by policy and its implementation at the federal, state, and local levels. Social workers understand the history and current structures of social policies and services, the role of policy in service delivery, and the role of practice in policy development. Social workers understand their role in policy development and implementation within their practice settings at the micro, mezzo, and macro levels and they actively engage in policy practice to effect change within those settings. Social workers recognize and understand the historical, social, cultural, economic, organizational, environmental, and global influences that affect social policy. They are also knowledgeable about policy formulation, analysis, implementation, and evaluation. Social workers:

**Behavior 5.1:** Identify social policy at the local, state, and federal level that impacts well-being, service delivery, and access to social services

**Activity:** Routinely discuss with supervisor laws, policies and regulations that affect patients in a healthcare setting.

**Activity:** Routinely discuss with supervisor laws, policies and regulations that affect underrepresented and BIPOC constituents.

**Behavior 5.2:** Assess how social welfare and economic policies impact the delivery of and access to social services.

**Activity:** Consistently identify policies and laws at the local, state, and federal level and summarize inequities for oppressed individuals with a medical illness.

**Activity:** Review child welfare intake and assessment forms for culturally relevant assessment questions; share findings with field instructor; advocate for revisions where indicated.

**Behavior 5.3:** Apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, economic, and environmental justice

**Activity:** Continually educate patients about policies in the healthcare system and empower them to advocate for themselves.

**Activity:** Regularly articulate the impact polices that favor the dominant culture have on the well-being of organizations, communities, and the social work profession.

**Activity:** Analyze impact of 3 policies that privilege the dominate culture and discuss in supervision.

**Behavior 5.4:** 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

**Activity:** Regularly articulate the impact polices have on patients’ well-being and the social work profession.

**Activity:** Discuss in supervision how personal political biases impact practice.

**Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities**

Social workers understand that engagement is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations, and communities. Social workers value the importance of human relationships. Social workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge to facilitate engagement with clients and constituencies, including individuals, families, groups, organizations, and communities. Social workers understand strategies to engage diverse clients and constituencies to advance practice effectiveness. Social workers understand how their personal experiences and affective reactions may impact their ability to effectively engage with diverse clients and constituencies. Social workers value principles of relationship-building and inter-professional collaboration to facilitate engagement with clients, constituencies, and other professionals as appropriate. Social workers:

**Behavior 6.1:** Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks to engage with clients and constituencies

**Activity:** Apply relevant theoretical perspectives to effectively engage with constituents at the micro, mezzo and macro levels 2-3xs this semester.

**Activity:** Review 2 theories about culture and discuss implications for engagement

**Behavior 6.2:** Use empathy, reflection, and interpersonal skills to effectively engage diverse clients and constituencies

**Activity:** Reflect upon personal biases in development of engagement skills to work effectively diverse constituents and adjust engagement style to form effective relationships across system levels 2xs/semester

**Activity:** Reflect upon personal biases and strategically engage in anti-racist practices to form effective relationships across system levels 2xs/semester

**Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities**

Social workers understand that assessment is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations, and communities. Social workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge in the assessment of diverse clients and constituencies, including individuals, families, groups, organizations, and communities. Social workers understand methods of assessment with diverse clients and constituencies to advance practice effectiveness. Social workers recognize the implications of the larger practice context in the assessment process and value the importance of inter-professional collaboration in this process. Social workers understand how their personal experiences and affective reactions may affect their assessment and decision-making. Social workers:

**Behavior 7.1:** Collect and organize data, and apply critical thinking to interpret information from clients and constituencies

**Activity:** Effectively use constituents’ natural support systems to assess needs.

**Activity:** Evaluate community culture and assess how that impacts individuals and groups.

**Behavior 7.2:** 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

**Activity:** Identify and apply relevant theoretical frameworks to analyze assessment data at the micro, mezzo and macro levels and report finding by mid-semester.

**Activity:** Use two theories to analyze assessment data and discuss different findings in supervision

**Behavior 7.3:** Develop mutually agreed-on intervention goals and objectives based on the critical assessment of strengths, needs, and challenges within clients and constituencies

**Activity:** Develop mutually agreed-on goals based on continual assessment of strengths, needs that are culturally sensitives across system levels 2-3xs/semester.

**Activity:** Identify/expand viable choices for clients to promote client autonomy and self-determination.

**Behavior 7.4:** Select appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of clients and constituencies

**Activity:** Research intervention strategies monthly and identify additional strategies in weekly team meetings that are based on assessment and preferences of constituents at the micro, mezzo, and macro levels 2xs/semester.

**Activity:** Research anti-oppressive intervention strategies monthly and identify additional strategies in weekly team meetings that are based on assessment and preferences of constituents at the micro, mezzo, and macro levels 2xs/semester.

**Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities**

Social workers understand that intervention is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations, and communities. Social workers are knowledgeable about evidence-informed interventions to achieve the goals of clients and constituencies, including individuals, families, groups, organizations, and communities. Social workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge to effectively intervene with clients and constituencies. Social workers understand methods of identifying, analyzing, and implementing evidence-informed interventions to achieve client and constituency goals. Social workers value the importance of interprofessional teamwork and communication in interventions, recognizing that beneficial outcomes may require interdisciplinary, interprofessional, and inter-organizational collaboration. Social workers:

**Behavior 8.1:** Critically choose and implement interventions to achieve practice goals and enhance capacities of clients and constituencies

**Activity:** Repeatedly select evidence-informed anti-racist interventions that provide choice at the micro, mezzo and macro level to achieve outcomes and enhance capacity.

**Activity:** Examine empirically based intervention strategies utilized by the agency to identify the sample base and whether or not it is representative of the agency’s client base; discuss findings during group supervision.

**Behavior 8.2:** Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in intervention with clients and constituencies

**Activity:** Identifies and applies relevant theoretical frameworks to intervene at the micro, mezzo and macro levels and report finding by mid-semester

**Activity:** Identifies and applies culturally sensitive theoretical frameworks to intervene at the micro, mezzo and macro levels and report finding by mid-semester

**Behavior 8.3:** Use inter-professional collaboration as appropriate to achieve beneficial practice outcomes

**Activity:** Collaborate with colleagues to intervene on behalf of constituents to achieve equitable outcomes.

**Activity:** Represent the agency and its clients at community events to engage, advocate and educate about social justice issues at the community level.

**Behavior 8.4:** Facilitate effective transitions and endings that advance mutually agreed-on goals

**Activity:** Strategize with staff to facilitate an appropriate ending to group sessions. Write 2 process recordings to monitor interaction for personal influences on the transition process.

**Activity:** Use culturally sensitive transition strategies to support the client in achieving goals

**Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities**

Social workers understand that evaluation is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations, and communities. Social workers recognize the importance of evaluating processes and outcomes to advance practice, policy, and service delivery effectiveness. Social workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge in evaluating outcomes. Social workers understand qualitative and quantitative methods for evaluating outcomes and practice effectiveness. Social workers:

**Behavior 9.1:** Select and use appropriate methods for evaluation of outcomes

**Activity:** Routinely identify, discuss with supervisor, and implement various approaches to best evaluate outcomes for patients.

**Activity:** Routinely identify, discuss with supervisor, and implement culturally responsive evaluation methods.

**Behavior 9.2:** Apply knowledge of relevant theoretical frameworks and scholarly literature in the evaluation of outcomes

**Activity:** Identify and apply relevant theoretical frameworks to analyze and evaluate outcomes at the micro, mezzo and macro levels and report finding by the end of the semester

**Activity:** Identify and apply culturally relevant theoretical frameworks to analyze and evaluate outcomes at the micro, mezzo and macro levels and report finding by the end of the semester.

**Behavior 9.3:** Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the evaluation of outcomes

**Activity:** Identify and apply relevant theoretical frameworks to evaluate outcomes at the micro, mezzo and macro levels and report finding by the end of the semester

**Activity: D**esign and implement a DEI evaluation of xyz program, share findings with program staff, and write recommendations for improvement with staff input.

**Behavior 9.4:** Critically analyze, monitor, and evaluate intervention and program processes and outcomes

**Activity:** 2-3xs/semester analyze patient satisfaction surveys and make recommendations to improve to service delivery.

**Activity:** 2-3xs/semester analyze patient satisfaction surveys and make recommendations to improve equitable and inclusive service delivery.

**Behavior 9.5:** Apply evaluation findings to improve practice effectiveness at the micro, mezzo, and macro levels

**Activity:** Evaluate practice outcomes at the micro, mezzo and macro levels and apply findings in accordance with agency directives

**Activity:** Evaluate anti-racist practice outcomes at the micro, mezzo and macro levels and apply findings in accordance with agency directives