**SW 894 D/E Competency Descriptions, Behaviors and Learning Activities**

**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:

**Behavior 1.1:** Employ and document the use of ethical decision-making to anticipate and clarify conflicting values, ethical dilemmas, and decision options.

**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.

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

**Activity:** Student will discuss how to implement ethical decision making in supervision.

**Behavior 1.2:** Recognize and identify personal and professional strengths, limitations, and challenges.

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

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

**Behavior 1.3:** Use education supervision and consultation to develop strengths and address limitations to grow in their professional judgment and behavior.

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

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

**Behavior 1.4:** Apply technology to increase client access to services and improve clinical outcomes within legal and ethical guidelines.

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

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

**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:

**Behavior 2.1:** Continuously strive to comprehend and honor, from a strength's perspective, the unique diverse identities of the clients with whom they engage.

**Activity:** Describe the effect that the organization’s environment has on the therapeutic approach of staff, and how it has impacted my personal therapeutic approach.

**Activity:** Identify and use cultural strengths and identities to build rapport.

**Activity:** Identify intergenerational family patterns of trauma when completing at least two assessments.

**Behavior 2.2:** Enhance the therapeutic process by understanding their own unique and multi-faceted identities and how those influence their clinical practice with clients.

**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:** List unique identities and discuss how those influence engagement with others.

**Activity:** Reflect upon personal identities and how having shared/different identities influences clinical practice with clients. Share two specific insights with supervisor and discuss ways to adjust approach as needed.

**Behavior 2.3:** Demonstrate continuous learning about diverse groups and strive to understand diversity from their clients' perspective.

**Activity:** Review the MDOC Mental Health Departments client assessment tools for sections that would pertain to diversity and culture. Regularly discuss findings in supervision.

**Activity:** Review literature on history and culture of the client to enhance engagement and build rapport.

**Activity:** Explore the role of racial and ethnic identities and how to apply culturally sensitive practices.

**Behavior 2.4:** Employ culturally sensitive skills and techniques to foster the therapeutic process with diverse individuals, families, and groups.

**Activity:** Routinely discuss in supervision how scenarios utilized in group therapy have different meanings to each individual based on their ethnic background and implication for group discussions.

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

**Activity:** Audit and evaluate the diversity and inclusion of the library used in TFCBT with clients; find and include books with diverse representation of characters, authors, and illustrators.

**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:

**Behavior 3.1:** 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.

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

**Activity****:** Identify impact of social systems, policies and practices on oppressed and vulnerable populations and advocacy efforts to support them.

**Behavior 3.2:** Recognize when their clients' rights have been violated and advocate for human rights protections.

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

**Activity:** Promote policies that safeguard rights and confirm equity for all people.

**Activity:** I will refer to the NASW code of ethics and the client code of rights for Hurley and take the proper steps to report any violations. I will complete recipient rights trainings.

**Behavior 3.3:** Consider when client participation in advocacy is an appropriate part of a client's treatment plan.

**Activity:** Empower clients to advocate for themselves, based on goals, to foster self-determination and independence.

**Activity:** Empower clients to advocate for themselves, based on strengths, to foster self-determination and independence.

**Behavior 3.4:** 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.

**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.

**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:

**Behavior 4.1:** Use theory, scientific inquiry, and research evidence to guide practice with individuals, families, and groups and to inform treatment decisions in clinical practice.

**Activity:** Regularly incorporate best practices based on literature and discuss implications on treatment.

**Activity:** Regularly incorporate culturally sensitive and anti-racist best practices based on literature and discuss implications on treatment.

**Activity:** Regularly incorporate best practices based on literature and discuss implications on treatment from diverse sources.

**Behavior 4.2:** Apply critical thinking and evaluations from their practice to engage in practice-informed research and research-informed clinical practice.

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

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

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

**Behavior 4.3:** Contribute to the knowledge base of social work by sharing the results of their work with colleagues and stakeholders as appropriate.

**Activity:** Frequently engage others by using best practice methods.

**Activity:** Present case in team meetings summarizing anti-oppressive and culturally sensitive practices used and outcomes.

**Behavior 4.4:** Develop appropriate research designs and/or generate research to inform practice, policy, and/or service delivery.

**Activity:** Regularly incorporate strict/appropriate guides to design/generate research, via documentation and transparency.

**Activity:** Regularly incorporate anti-racist and anti-oppressive guides to design/generate research, via documentation and transparency.

**Activity:** Student will utilize research to inform clinical interactions with the student's caseload. Student will utilize evidence based threptic intervention with their caseload.

**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:

**Behavior 5.1:** Acquire expertise regarding key policies that affect individuals, families, and groups with whom they work.

**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.

**Activity:** I will review current department policy and discuss polices that are currently under review with my supervision. I will provide and receive feedback on ways policies can be improved.

**Behavior 5.2:** 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.

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

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

**Behavior 5.3:** Empower and assist individuals, families, and groups in understanding policy and advocating on their own behalf to achieve desired outcomes.

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

**Activity:** Continually educate patients about policies in mental health system and empower them to advocate for themselves for more equitable services.

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

**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:

**Behavior 6.1:** Formulate, define, and demonstrate engagement strategies with diverse individuals, families, and groups in a clinical practice setting.

**Activity:** Demonstrate engagement strategies with diverse individuals, families, or groups by completing intakes with 2 clients seeking services.

**Activity:** Demonstrate inclusive engagement strategies with diverse individuals, families or groups by completing intakes with 2 clients seeking services.

**Behavior 6.2:** Use knowledge of relevant theoretical perspectives and empirical evidence for clinical practice with individuals, families, and groups.

**Activity:** Based on client’s input, utilize knowledge of relevant theoretical perspectives and empirical evidence for clinical practice while reviewing the bio/psycho/social obtained during intake.

**Activity:** Review 2 theories about culture and discuss implications for engagement in the clinical process.

**Behavior 6.3:** Use interpersonal skills including empathy and reflection to build and maintain the therapeutic alliance with diverse individuals, families, and groups.

**Activity:** Utilize interpersonal skills while reviewing the bio/psycho/social obtained during intake in order to obtain additional information needed while building rapport and maintaining a therapeutic alliance.

**Activity:** Reflect upon personal biases and strategically engage in anti-racist practices to form effective interpersonal therapeutic relationships.

**Activity:** Use interpersonal and clinical skills while working with clients to maintain engagement and adjust as needed to enhance the therapeutic alliance with clients, groups, or families.

**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:

**Behavior 7.1:** Collect, organize, and apply data to critically assess and interpret multi-dimensional and multi-systemic information from clients and collateral contacts.

**Activity:** Complete at least two initial assessments each day and gather important information pertaining to client.

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

**Behavior 7.2:** Apply knowledge of theories of clinical practice and other theoretical frameworks in the analysis of assessment data.

**Activity:** Review each assessment and analyze using theoretical knowledge.

**Activity:** Review each assessment and analyze using anti-oppressive and culturally sensitive theories.

**Activity:** Student will complete case notes after every session. Identify and social work theories and apply them to client treatment.

**Behavior 7.3:** Develop mutually agreed-on specialized practice intervention goals and objectives based on the thorough assessment of client strengths, needs, and challenges.

**Activity:** Work with at least three clients per day, determine their strengths and weakness and develop achievable mutual goals.

**Activity:** Develop mutually agreed-on goals based on continual assessment of strengths, needs that are culturally sensitives with clients.

**Behavior 7.4:** Select clinical practice intervention strategies based on the assessment, the evidence base, and client capacities and preferences.

**Activity:** Develop treatment plans and clinical recommendations for at least 3 clients per day and review clinical interventions to enhance goal attainment.

**Activity:** Develop client-centered treatment plans and clinical recommendations that are culturally informed for and review clinical interventions to enhance goal attainment.

**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:

**Behavior 8.1:** Critically analyze and select evidence-informed interventions.

**Activity:** Repeatedly select evidence-informed interventions when working with OPT staff to plan curriculum for anger management and anxiety therapy groups.

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

**Behavior 8.2:** Effectively implement interventions to achieve client goals.

**Activity:** Collaborate with the nurse practitioner to facilitate medication interventions for at least 2 inmates by calling the housing unit when inmates are not released for their tele-med appointments to ensure that they are able to access mental health resources.

**Successfully implements culturally informed interventions to achieve mutually agreed upon goals.**

**Behavior 8.3:** Collaborate with other professionals to coordinate interventions on behalf of the client.

**Activity:** Regularly coordinate with OPT staff to plan curriculum and co-facilitate anxiety and anger management group therapy programs for the veteran's unit.

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

**Behavior 8.4:** Remain aware of and monitor the potential impact of their personal experiences and affective reactions on the therapeutic process.

**Activity:** Write 2-3 process recordings to monitor client interaction for personal influences on the therapeutic process. I will review with field supervisor.

**Activity:** Examine level of self-awareness regarding the impact the use of self and affective reactions have on the therapeutic process.

**Behavior 8.5:** Apply advanced clinical principles to transitions and endings.

**Activity:** Strategize with staff to facilitate an appropriate ending to anger management group therapy sessions.

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

**Activity:** Use culturally sensitive clinical transition strategies in making referrals to community partners to support the client in achieving goals.

**Activity:** Observe field instructor with clients and observe the process of termination.

**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:

**Behavior 9.1:** Critically select and implement appropriate methods for ongoing evaluation of clinical practice with individuals, families, and groups.

**Activity:** Routinely identify and discuss with supervisor 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 with individuals, families, and groups.

**Activity:** Continually identify and analyze theoretical frameworks and scholarly literature to better evaluate outcomes for patients and families.

**Activity:** Continually identify and analyze anti-racist theoretical frameworks and scholarly literature to better evaluate outcomes for patients and families.

**Behavior 9.3:** Critically analyze, monitor, and evaluate intervention and program processes and outcomes with individuals, families, and groups.

**Activity:** Regularly discuss in supervision challenges to goal attainment and discuss ways to alter interventions to better fit needs of clients.

**Behavior 9.4:** Apply evaluation findings to improve practice effectiveness with individuals, families, and groups.

**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.

**Activity:** Use information learned in individual sessions to gage the effeteness and implement new practices as needed.

**Behavior 9.5:** Continuously evaluate the interpersonal process and use that information to strengthen the therapeutic alliance.

**Activity:** Constantly evaluate the therapeutic and interpersonal process with patients during counseling sessions to adjust and strengthen the therapeutic alliance.

**Activity:** Constantly evaluate the therapeutic and interpersonal process through an anti-racist perspective with patients during counseling sessions to adjust and strengthen the therapeutic alliance.