**SW 894 G/I Competency Descriptions, Behaviors and Learning Activities**

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

Social workers in organizational and community practice apply the profession’s ethical standards and values to organizational and community practice, as well as follow relevant laws and regulations that may impact advanced practice with organizations and communities. Social workers in organizational and community practice critically analyze, apply, and model ethical decision-making frameworks in practice, research, and policy arenas to enhance social justice. Social workers in organizational and community practice evaluate the influence of their personal values, experiences, and affective reactions on their professional practice and leadership, modifying their approach appropriately. Social workers in organizational and community practice understand the theoretical underpinnings and history of organizational and community practice. Social workers in organizational and community practice collaborate with inter-professional teams as appropriate. Social workers in organizational and community practice acquire new knowledge and skills; generate, manage, and apply information effectively; and use emerging technology to further social justice. Social workers in organizational and community practice:

**Behavior 1.1:** Employ and document the use of ethical decision-making to anticipate and clarify conflicting values, ethical dilemmas, and decision options in their work with organizations and communities

**Activity:** Use the ethical decision-making model from SW 865 class to work through 3-4 ethical dilemmas faced during the semester and share the process with instructor.

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

**Behavior 1.2:** Recognize and identify personal and professional strengths, limitations, and challenges as a social worker and leader

**Activity:** Reflect daily on challenges regarding ethics and values, recording tough tactical decisions and their outcomes.

**Activity:** Identify and demonstrate leadership skills to work effectively with others and to advance cultural sensitivity across systems.

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

**Activity:** Identify two strengths and two areas of growth to focus on and incorporate 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 technologies to facilitate work with organizations and communities

**Activity:** Communicate respectfully and promptly through email with colleagues and community members.

**Activity:** Identify technologies to increase access to services, improve program 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.

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

Social workers in organizational and community practice recognize diversity through 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. Social workers in organizational and community practice seek out knowledge related to these factors and strive to develop cultural humility. Social workers in organizational and community practice recognize how these differences influence experiences of oppression, poverty, marginalization, and alienation, as well as privilege, power, and acclaim in organizations and communities. Social workers in organizational and community practice:

**Behavior 2.1:** Negotiate and facilitate tensions, misunderstandings, or opportunities through the dynamics of cross-cultural and inclusion related conflicts.

**Activity:** Identify and facilitate tensions, misunderstanding and/or opportunities at internal and external meetings whenever a situation arises and discuss with staff.

**Activity:** Describe the impact misunderstandings about culture and race has across systems.

**Behavior 2.2:** Commit to continuous learning about as well recognize, understand, and communicate the environmental and cultural contexts that shape realities for organizations and communities.

**Activity:** Follow news and opinion posts by prominent and influential members of the disability rights movement and discuss with the team.

**Activity:** Review and summarize the history of systemic oppression in the agency’s community and discuss findings in supervision.

**Behavior 2.3:** Seek and utilize feedback from diverse sources to strengthen practice with organizations and communities.

**Activity:** Solicit feedback from supervisor, team, professors, and community members.

**Behavior 2.4:** Engage with and ensure participation of diverse and marginalized organization and community stakeholders by identifying and accommodating context-specific needs, power dynamics, and access to participation in the planning, implementation, and assessment of organizational and community interventions.

**Activity:** Hold a focus group of individuals partnered with service dogs to identify community needs, making sure to value each voice.

**Activity:** Survey community members with lived experience to ensure their participation in planning and implementing interventions.

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

Social workers in organizational and community practice 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. Social workers in organizational and community practice have a professional responsibility to strive to shape policy to support these rights. Social workers in organizational and community practice recognize strategic opportunities to influence policy in multiple contexts and advocate for policy changes that advance professional social work values; global human rights; and social, economic, and environmental justice. Social workers in organizational and community practice:

**Behavior 3.1:** Assess social policies affecting a specific area of social need, population, or practice context and advocate for changes that make them more consistent with the NASW Code of Ethics and the United Nation’s global human rights framework in order to enhance social, economic, and environmental justice.

**Activity:** Identify common barriers to housing for homeless families and identify inconsistencies with the NASW Code of Ethics and the UN's global human rights framework and discuss with supervisor.

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

**Behavior 3.2:** Acquire knowledge about and analyze cross-national differences in social policy responses to social problems, including human rights violations.

**Activity:** Research human rights violations against homeless families across the globe and within the U.S. and discuss with supervisor.

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

**Behavior 3.3:** Are knowledgeable about global interconnections of oppression and theories and strategies to promote social justice and human rights.

**Activity:** Complete a class facilitation about human rights and social justice in SW 866. Discuss theories and strategies with team.

**Activity:** Identify 3 white supremacy characteristics that promote social injustice and inequities on a global level and discuss in supervision.

**Behavior 3.4:** Promote the principles of human rights advanced through national constitutional laws and through international declarations of human rights, including the seven declarations and conventions listed on the IFSW/IASSW Ethics in Social Work, Statement of Principles.

**Activity:** Review these documents and recommend policy changes that better align with them.

**Activity:** Review these documents and recommend organizational changes that better align with them.

**OCL ASP: Competency 4: Engage in Practice-informed Research and Research-informed Practice**

Social workers in organizational and community practice utilize quantitative and qualitative research methods to understand the nature of organizations and communities and the best practices to improve well-being in these macro systems, and to evaluate their own practice. Social workers in organizational and community practice integrate members of organizations and communities in the process and outcome evaluations of macro system interventions. Social workers in organizational and community practice use evidence from multi-disciplinary sources and multiple ways of knowing to inform their practice with organizations and communities. Social workers in organizational and community practice demonstrate the ability to translate research findings into effective practice, policy, and service delivery. Social workers in organizational and community practice:

**Behavior 4.1**: Use theory, scientific inquiry, and research evidence of organizational and community behavior in assessment and analysis of organizational and community interventions.

**Activity:** Twice a semester review evidenced-based practice methods for homeless families and discuss with field instructor ways that practice may be improved based on that research.

**Activity:** Twice a semester review evidenced-based anti-racist practice methods for homeless families and discuss with field instructor ways that practice may be improved based on that research.

**Behavior 4.2:** Construct and utilize best practice based on evidence-informed research to develop and implement organizational and community interventions.

**Activity:** Review exit surveys twice a semester to develop and conduct a needs assessment and identify interventions.

**Activity:** Review exit surveys twice a semester to develop and conduct a needs assessment and identify anti-racist interventions.

**Behavior 4.3:** Advance research that is participatory and inclusive of organization and community stakeholders by sharing the results of their work with colleagues and stakeholders as appropriate.

**Activity:** Assess exit survey data, and report findings to colleagues and 2 additional stakeholders.

**Activity:** Assess exit survey data, and report findings to colleagues and 2 additional stakeholders with diverse perspectives.

**OCL ASP: Competency 5: Engage in Policy Practice**

Social workers in organizational and community practice utilize human rights and social justice frameworks to develop strategic plans for influencing policy and its implementation at the federal, state, and/or local levels. Social workers in organizational and community practice understand the role of advocacy in policy practice and understand how to create a strategic plan to effect policy change that will contribute to the well-being of organizations and communities with which they work. Social workers in organizational and community practice understand the relevance of advocacy to create policy that supports human rights and social justice across multiple system levels. Social workers in organizational and community practice:

**Behavior 5.1**: Acquire expertise regarding major policies that affect a specific population or area of social need.

**Activity:** Review policies affecting homeless and write a summary and report at team meeting 2x/semester.

**Activity:** Review policies affecting persons with disabilities who are unhoused and write a summary and report at team meeting 2x/semester.

**Behavior 5.2:** Utilize knowledge of advocacy strategies for changing social policies at the federal, state, and/or local levels.

**Activity:** Attend the Legislative Education and Advocacy Day (LEAD) and use this knowledge while discussing strategies to advocate for change 3xs/semester.

**Activity:** Identify 3 advocacy strategies to change social policies impacting persons in care facilities.

**Behavior 5.3:** Recognize that social work is a non-partisan political profession, and that political processes and policies affect the social, economic, and environmental well-being of organizations and communities, as well as social work practice itself.

**Activity:** Track legislative initiatives relevant to client population. Create a fact sheet to educate the public/clients/stakeholders about the importance of the initiative and/or issue.

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

**OCL ASP: Competency 6: Engage with Organizations and Communities**

Social workers in organizational and community practice recognize theories of organizational and community practice. Social workers in organizational and community practice critically evaluate and apply this knowledge to facilitate engagement with task groups, organizations, and communities. Social workers in organizational and community practice employ strategies to engage diverse stakeholders to advance practice effectiveness. Social workers in organizational and community practice assess how their personal experiences and affective reactions may impact their ability to effectively engage with diverse organizations and communities in a leadership role. Social workers in organizational and community practice utilize relationship-building and inter-professional collaboration to facilitate engagement with organizations, communities, and other professionals as appropriate. Social workers in organizational and community practice:

**Behavior 6.1:** Formulate, define, and demonstrate engagement strategies with diverse systems in organization and community settings

**Activity:** Learn about engagement strategies and apply them to work with community through the Continuum Building coalition, open house planning, and fundraising events throughout the semester.

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

**Behavior 6.2:** Use knowledge of relevant theoretical perspectives and empirical evidence for organizational and community practice

**Activity:** Consistently demonstrate knowledge of theoretical frameworks by applying them to community-based events that HQ is involved in such as the open house, community presentations, and fundraisers.

**Activity:** Demonstrate knowledge of culturally sensitive theoretical frameworks by applying them to community-based events.

**Behavior 6.3:** Use interpersonal and adaptive leadership skills to develop effective collaborative relationships that empower organization and community stakeholders.

**Activity:** Routinely utilize leadership strategies to strengthen relationships community organizations to advance the agency’s mission and vision while empowering community stakeholders.

**Activity:** Routinely utilize leadership strategies to strengthen relationships community organizations to advance the agency’s mission and vision while empowering underrepresented community stakeholders.

**OCL ASP: Competency 7: Assess Organizations and Communities**

Social workers in organizational and community practice understand theories of organizational and community practice. Social workers in organizational and community practice critically evaluate and apply this knowledge in the assessment of diverse organizations and communities. Social workers in organizational and community practice understand and utilize appropriate leadership skills and organizational and community methods of assessment. Social workers in organizational and community practice engage within inter-professional contexts, integrate assessment knowledge, and articulate social work perspectives. Social workers in organizational and community practice articulate and manage how their personal experiences, worldviews, and affective reactions may influence their assessment and decision-making. Social workers in organizational and community practice:

**Behavior 7.1:** Collect, organize, and apply data to critically assess and interpret organization and community strengths and needs.

**Activity:** Routinely collect and organize data about individuals partnered with service dogs to assess community strengths and needs.

**Activity:** Effectively use organization and community natural support systems to assess needs.

**Behavior 7.2:** Apply knowledge of theories of organizational and community practice, leadership, and other theoretical frameworks in the analysis of assessment data.

**Activity:** Write an organizational analysis paper for SW 845 and apply leadership, management and organizational theories and recommend mutually beneficial goals in team meetings.

**Activity:** Apply anti-racist theories of organization and community practice to analyze and assess data.

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

**Activity:** 2-3 x/semester Work with the evaluation team to develop mutually agreed upon goals and benchmarks to assess project progress.

**Activity:** 2-3 x/semester work with the evaluation team to develop culturally sensitive mutually agreed upon goals and benchmarks to assess project progress.

**Behavior 7.4:** Select appropriate specialized practice interventions and strategies based on the assessment, research knowledge, values, and preference of organizations and communities.

**Activity:** Read the agency handbook and conduct a literature review and select interventions strategies aligned with assessment, values, and preferences of the community.

**Activity:** Read the agency handbook, conduct a literature review, and select anti-racist interventions strategies aligned with assessment, values, and preferences of the community.

**OCL ASP: Competency 8: Intervene with Organizations and Communities**

Social workers in community and organizational practice co-create interventions with engaged stakeholders as an ongoing dynamic process with diverse organizations and communities. Social workers in organizational and community practice critically analyze evidence-informed interventions based on the assessment of organizations and communities. Social workers in organizational and community practice assume a leadership role in critically evaluating and applying theories of organizational and community practice to achieve organization and community goals. Social workers in organizational and community practice effectively and collaboratively implement evidence-informed interventions to achieve organization and community goals. Social workers in organizational and community practice are active partners on inter-professional teams to develop intervention strategies and approaches to meet organization and community goals. Social workers in organizational and community practice:

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

**Activity:** Twice a semester research, other similar programs, such as TRHT and inclusion clubs, and recommend to team, evidence-informed interventions to achieve goals.

**Activity:** Twice a semester research, other similar programs, such as TRHT and inclusion clubs, and recommend to team, evidence-informed and culturally sensitive interventions to achieve goals.

**Behavior 8.2:** Assume a leadership role in effectively implementing evidence-informed interventions.

**Activity:** Discuss leadership strategies to successfully implement an Advocate Training for Black Lives Matter allies in the month of November targeting MSU students.

**Activity:**  Apply anti-racist leadership strategies to successfully implement a training to increase awareness of the impact of white supremacy.

**Behavior 8.3:** Collaborate with other professionals to coordinate interventions in partnership with organizations and communities.

**Activity:** Collaborate with school administrators to gain feedback on the workload, CEUs, and other concerns that teachers may have about implementing the program.

**Activity:** Apply anti-racist leadership strategies to successfully collaborate with others to coordinate community interventions.

**OCL ASP: Competency 9: Evaluate Practice with Organizations and Communities**

Social workers in organizational and community practice implement qualitative and quantitative methods for evaluation of process, outcomes, leadership, and practice effectiveness with organizations and communities. Social workers in community and organizational practice utilize process and outcome evaluation to advance organizational and community practice, policy, and service delivery effectiveness. Social workers:

**Behavior 9.1:** Critically select and implement appropriate methods for ongoing evaluation of organizational and community practice.

**Activity:** Select and implement the most effective and relevant methods to evaluate the progress of the project 2x/semester.

**Activity:** Select and implement the most effective and relevant culturally responsive methods to evaluate the progress of the project 2x/semester.

**Behavior 9.2:** Apply knowledge of relevant theoretical frameworks and scholarly literature in the evaluation of process and outcomes with organizations and communities.

**Activity:** Apply knowledge gained in SW 829 to assess bias and threats to validity in scholarly works, preventing the same errors in the project evaluation.

**Activity:** Apply knowledge gained in SW 829 to assess racial bias and threats to validity in scholarly works, preventing the same errors in the project evaluation.

**Behavior 9.3:** Critically analyze, monitor, and evaluate practice and programmatic processes and outcomes.

**Activity:** Analyze, monitor, and evaluate the process of recruitment and registration across the state for the summit.

**Activity:** Analyze, monitor, and evaluate the process of recruitment and registration to ensure equity and access across the state for the summit.

**Behavior 9.4:** Apply evaluation findings to improve practice effectiveness with organizations and communities.

**Activity:** Critically analyze evaluations from the summit and make recommendations to improve recruitment and increase registration for the next summit.

**Activity:** Critically analyze evaluations from the summit and make recommendations to improve recruitment of diverse groups and increase registration for the next summit.

**Behavior 9.5:** Continuously evaluate their own leadership skills in practice with organizations and communities.

**Activity:** Solicit feedback from colleagues and community partners about my leadership skills and discuss feedback with field instructor in supervision.

**Activity:** Solicit feedback from colleagues and community partners about my anti-racist leadership skills and discuss feedback with field instructor in supervision.