

Competencies and Practice Behaviors BSW/MSW 1st Year

- Competency I** **Professionalism: Identify & conduct oneself as professional social worker**
- a. Advocate for clients (PB 2.1.1a)
 - b. Engage in personal reflection and self correction (PB 2.1.1b)
 - c. Identify and respond to stressors; create a stress management plan (PB 2.1.1b; 2.1.9a)
 - d. Maintain & respect professional roles & boundaries (PB 2.1.1c)
 - e. Demonstrate professional demeanor (PB 2.1.1d)
 - f. Demonstrate commitment to learning (continuing education) (PB 2.1.1e)
 - g. Use supervision and consultation (PB 2.1.1f)
- Competency II** **Apply social work ethical principles to guide professional practice**
- a. Demonstrate ethical reasoning & decision making (PB 2.1.2b)
 - b. Resolve ethical conflicts (PB 2.1.2c)
- Competency III** **Apply critical thinking to inform and communicate professional judgments**
- a. Practice critical thinking (PB 2.1.3a)
 - b. Demonstrate effective oral skills (PB 2.1.3b)
 - c. Demonstrate “written” skills (PB 2.1.3c)
- Competency IV** **Engage diversity and difference in practice**
- a. Demonstrate cultural competence with diverse groups (PB 2.1.4a)
 - b. Utilize client centered strength-based approaches (PB 2.4c)
- Competency V** **Advance human rights and social economic justice**
- a. Advocate for human rights & oppose oppression and discrimination (PB 2.1.5b)
 - b. Engage in practices that advance social and economic justice (PB 2.1.5c)
- Competency VI** **Engage in Social Work research informed practice and practice-informed research**
- a. Use practice to inform research (PB 2.1.6a)
 - b. Use research to inform practice (PB 2.1.7b)
- Competency VII** **Apply knowledge of human behavior and the social environment**
- a. Apply HBSE knowledge to guide assessment, intervention & evaluation (PB 2.1.7a); (PB 2.1.7b)
- Competency VIII** **Engage in social policy practice to advance social and economic well-being and to deliver effective social work services**
- a. Engage in policy practice (PB 2.1.8a) (PB 2.1.8b)
- Competency IX** **Contextual Awareness**
- a. Consider the unique contexts of client situations and settings in practice (PB 2.1.9a) (PB 2.1.9b)
 - b. Utilize problem solving skills (PB 2.1.8b; 2.1.9a; 2.1.10b-d)
- Competency X** **Engage, assess, intervene, and evaluate individuals, families, groups, organizations, and communities**
- a. Demonstrate the Generalist Intervention Model (GIM) (*engagement, assessment, planning, implementation, evaluation, termination & follow up*) with individuals, families, groups, organizations, and communities (PB 2.1.10a1-4) (PB 2.1.10b1-4)
- Competency XI** **Global social work practice**
- a. Demonstrate competent global social work practice as available (or applicable) (PB 3.1)
- Competency XII** **Christian perspectives**
- a. Demonstrate competent Christian social work practice (PB 4.1) (PB 4.2)

Competencies and Practice Behaviors MSW 2nd year

- Competency I** **Professionalism: Identify & conduct oneself as a professional social worker**
- Demonstrate professionalism level behaviors as described in the Assessment of Student Professionalism (PB2.1.1g)A; (PB4.2)
 - Identify and respond to stressors; create a stress management plan (PB 2.1.1b; 2.1.9a)
 - Demonstrate commitment to learning (continuing education) (PB 2.1.1e)
- Competency II** **Apply social work ethical principles to guide professional practice**
- Apply ethical reasoning in decision making (PB2.1.2d)A
 - Apply personal and professional values to advance practice (PB2.1.2e)A
- Competency III** **Apply critical thinking to inform and communicate professional judgments**
- Demonstrate advanced oral and written communication (PB2.1.3d)A
- Competency IV** **Engage diversity and difference in practice**
- Demonstrate self awareness when working with diverse groups (PB2.1.4b)A
 - Demonstrate advanced skills and cultural sensitivity in dealing with diverse populations (PB2.1.4e)A
- Competency V** **Advance human rights and social economic justice**
- Utilize community organizing and/or coalition building skills to promote social and economic justice (PB2.1.5)A
- Competency VI** **Engage in Social Work research informed practice and practice-informed research**
- Conduct advanced micro practice evaluation (single subject design) (PB2.1.6c)A
 - Conduct advanced macro practice evaluation (conduct program evaluation) (PB2.1.6d)A
 - Use practice to inform research (PB 2.1.6a)
 - Use research to inform practice (PB 2.1.7b)
- Competency VII** **Apply knowledge of human behavior in the social environment**
- Conduct advanced assessments utilizing person in environment (PIE), The Diagnostic and Statistical Manual (DSM) and strengths approaches (PB2.1.7c)A
- Competency VIII** **Engage in social policy practice to advance social and economic well-being and to deliver effective social work services**
- Collaborate with colleagues and/or clients for agency, state, national or international policy analysis and/or action (PB2.1.8b)A; (PB2.1.8c)A
- Competency IX** **Contextual Awareness**
- Consider the unique contexts of client situations and settings in practice (PB2.1.9b)A
 - Demonstrate problem solving skills (PB 2.1.8b; 2.1.9a; 2.1.10b-d)
- Competency X** **Engage, assess, intervene and evaluate with individuals, families, groups, organizations and communities**
- Demonstrate knowledge and clinical judgment in client assessment (PB 2.1.10b6)A; (PB 2.10b7)A
 - Demonstrate advanced micro and macro interviewing skills (PB 2.1.10c6)A
 - Demonstrate advanced micro and macro planning skills (PB 2.1.10c7)A
 - Demonstrate practical knowledge of at least one evidence-based therapeutic modality (e.g. Cognitive behavioral therapy, solution focused therapy, crisis intervention, etc.) (PB 2.1.10c8)A
 - Demonstrate staff development skills (PB 2.1.10c9)A
 - Demonstrate supervision skills (PB2.1.10c10)A
 - Demonstrate financial resource planning and development skills (e.g. budget planning, reading financial reports) (PB2.1.10.c11)A

Competency XI**Global social work practice**

- a. Demonstrate competent global social work practice if available (or applicable) (PB 3.3)A

Competency XII**Christian perspectives**

- a. Apply uniquely Christian practice skills in an effective manner (PB4.3)A