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
   a. Demonstrate professionalism level behaviors as described in the Assessment of Student Professionalism (PB2.1.1g)A; (PB4.2)
   b. Identify and respond to stressors; create a stress management plan (PB 2.1.1b; 2.1.9a)
   c. Demonstrate commitment to learning (continuing education) (PB 2.1.1e)

Competency II  Apply social work ethical principles to guide professional practice
   a. Apply ethical reasoning in decision making (PB2.1.2d)A
   b. Apply personal and professional values to advance practice (PB2.1.2e)A

Competency III  Apply critical thinking to inform and communicate professional judgments
   a. Demonstrate advanced oral and written communication (PB2.1.3d)A

Competency IV  Engage diversity and difference in practice
   a. Demonstrate self awareness when working with diverse groups (PB2.1.4b)A
   b. Demonstrate advanced skills and cultural sensitivity in dealing with diverse populations (PB2.1.4e)A

Competency V  Advance human rights and social economic justice
   a. 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
   a. Conduct advanced micro practice evaluation (single subject design) (PB2.1.6c)A
   b. Conduct advanced macro practice evaluation (conduct program evaluation) (PB2.1.6d)A
   c. Use practice to inform research (PB 2.1.6a)
   d. Use research to inform practice (PB 2.1.7b)

Competency VII  Apply knowledge of human behavior in the social environment
   a. 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
   a. 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
   a. Consider the unique contexts of client situations and settings in practice (PB2.1.9b)A
   b. 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
   a. Demonstrate knowledge and clinical judgment in client assessment (PB 2.1.10b6)A; (PB 2.10b7)A
   b. Demonstrate advanced micro and macro interviewing skills (PB 2.1.10c6)A
   c. Demonstrate advanced micro and macro planning skills (PB 2.1.10c7)A
   d. 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
   e. Demonstrate staff development skills (PB 2.1.10c9)A
   f. Demonstrate supervision skills (PB2.1.10c10)A
   g. 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