**SOCIAL WORK COMPETENCIES AND SUBSUMED PRACTICE BEHAVIORS (CSWE, 2008) FOR THE**

 **UNDERGRADUATE PROGRAM AND FOUNDATION YEAR (MSW PROGRAM)**

**2.1.1 – Identify as a professional social worker and conduct oneself accordingly. (Social workers serve as representatives of the profession, its mission, and its core values. They know the profession’s history. Social workers commit themselves to the profession’s enhancement and to their own professional conduct and growth.)**

 a. Advocate for client access to needed services.

 b. Practice personal reflection and self-correction to assure continual professional development.

 c. Practice within professional roles and maintain appropriate boundaries.

 d. Demonstrate professional demeanor in behavior, appearance, and communication.

 e. Adhere to the professional requirements for continuing education.

 f. Utilize supervision and consultation.

**2.1.2 – Apply social work ethical principles to guide professional practice. (Social workers have an obligation to conduct themselves ethically and to engage in ethical decision-making. Social workers are knowledgeable about the value base of the profession, its ethical standards, and relevant law.)**

 a. Recognize and manage personal values in a way that allows professional values to guide

 practice.

 b. Make ethical decisions by applying the standards of the NASW Code of Ethics and, as

 applicable, of the International Federation of Social Workers/International Association of

 Schools of Social Work Ethics in Social Work, Statement of Principles.

 c. Recognize ethical conflicts and the inherent ambiguity.

 d. Apply strategies of ethical reasoning and appropriate consultation to arrive at principled

 decisions.

**2.1.3 – Apply critical thinking to inform and communicate professional judgments. (Social workers are knowledgeable about the principles of logic, scientific inquiry, and reasoned discernment. They use critical thinking, augmented by creativity and curiosity. Critical thinking also requires the synthesis and communication of relevant information.)**

a. Distinguish, appraise, and integrate multiple sources of knowledge, including empirically

 supported knowledge and practice wisdom.

 b. Analyze models of assessment, prevention, intervention, and evaluation.

 c. Demonstrate effective oral communication in working with individuals, families, groups,

 organizations, communities, and colleagues.

 d. Demonstrate effective written communication in working with individuals, families, groups,

 organizations, communities, and colleagues.

**2.1.4 – Engage diversity and difference in practice. (Social workers understand how diversity characterizes and shapes the human experience and is critical to the formation of identity. The dimensions of diversity are understood as the intersectionality of multiple factors, including age, class, color, culture, disability, ethnicity, gender, gender identity and expression, immigration status, political ideology, race, religion, and sexual orientation. Social workers appreciate 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.)**

a. Demonstrate an understanding of how diversity characterizes and shapes the human

 experience and is critical to the formation of identity.

 b. Gain sufficient self-awareness to manage the influence of personal biases and values in

 working with diverse groups.

 c. Consider the ways in which a culture’s structures and values may oppress, marginalize,

 alienate, or create or enhance privilege and power.

 d. View selves as learners and engage those with whom they work as sources of knowledge.

 e. Work effectively with rural populations.

**2.1.5 – Advance human rights and social and economic justice. (Each person, regardless of position in society, has basic human rights, such as freedom, safety, privacy, an adequate standard of living, health care, and education. Social workers recognize the global interconnectedness of oppression and are knowledgeable about theories of justice and strategies to promote human and civil rights. Social work incorporates social justice practices in organizations, institutions, and society to ensure that these basic human rights are distributed equitably and without prejudice.)**

a. Understand the forms and mechanisms of oppression and discrimination and their impact on

 client systems.

 b. Engage in practices that advance and advocate for human rights and social and economic

 justice.

**2.1.6 – Engage in research-informed practice and practice-informed research. (Social workers use practice experience to inform research, employ evidence-based interventions, evaluate their own practice, and use research findings to improve practice, policy, and social service delivery. Social workers comprehend quantitative and qualitative research and understand scientific and ethical approaches to building knowledge.)**

a. Identify and articulate research questions related to social problems.

 b. Apply research methods to address social problems.

 c. Demonstrate knowledge of agency accountability methods related to practice outcomes.

 d. Locate, interpret, and apply empirically supported knowledge to practice situations.

**2.1.7 – Apply knowledge of human behavior and the social environment. (Social workers are knowledgeable about human behavior across the life course; the range of social systems in which people live; and the ways social systems promote or deter people in maintaining or achieving health and well-being. Social workers apply theories and knowledge from the liberal arts to understand biological, social, cultural, psychological, and spiritual development.)**

a. Critique and apply knowledge to understand person and environment.

 b. Utilize conceptual frameworks to guide the processes of assessment, intervention, and

 evaluation.

**2.1.8 – Engage in policy practice to advance social and economic well-being and to deliver effective social work services. (Social work practitioners understand that policy affects service delivery, and they engage actively in policy practice. Social workers know the history of current structures of social policies and services; the role of policy in service delivery; and the role of practice in policy development.)**

a. Analyze, formulate, and advocate for policies that advance social well-being.

 b. Collaborate with stakeholders for effective policy action.

 c. Demonstrate knowledge of policy formation, enactment, implementation, and evaluation and

 how these affect service delivery.

**2.1.9 – Respond to contexts that shape practice. (Social workers are informed, resourceful, and proactive in responding to evolving organizational, community, and societal contexts at all levels of practice. Social workers recognize that the context of practice is dynamic and use knowledge and skill to respond proactively.)**

a. Continuously discover, appraise, and attend to changing locales, populations, scientific and

 technological developments, and emerging societal trends to provide relevant services.

 b. Provide leadership in promoting sustainable changes in service delivery and practice to

 improve quality of life.

**2.1.10 – Engage, assess, intervene, and evaluate with individuals, families, groups, organizations, and communities. (Professional practice involves the dynamic and interactive processes of engagement, assessment, intervention, and evaluation at multiple levels. Social workers have the knowledge and skills to practice with individuals, families, groups, organizations, and communities. Practice knowledge includes identifying, analyzing, and implementing evidence-based interventions designed to achieve client goals; using research and technological advances; evaluating outcomes and practice effectiveness; developing, analyzing, advocating, and providing leadership for policies and services; and promoting social and economic justice.)**

 a. Engagement

 1. Substantively and effectively prepare for action with individuals, families, groups,

 organizations, and communities.

 2. Use empathy and other interpersonal skills.

 3. Develop a mutually agreed-on focus of work and desired outcomes.

 b. Assessment

 1. Collect, organize, and interpret client data.

 2. Assess client strengths and limitations.

 3. Develop mutually agreed-on intervention goals and objectives.

 4. Select appropriate intervention strategies.

 c. Intervention

 1. Initiate actions to achieve organizational goals.

 2. Utilize prevention strategies.

 3. Implement agreed-upon interventions to address client goals.

 4. Negotiate, mediate, and advocate for clients.

 5. Facilitate transitions and endings.

 d. Evaluation: Social workers critically analyze, monitor, and evaluate interventions.

Reference:

Council on Social Work Education.  (2008).  *CSWE educational policy and accreditation standards*.  Retrieved from <http://www.cswe.org/Accreditation/2008EPASDescription.aspx>

**SOCIAL WORK COMPETENCIES (CSWE, 2008) AND SUBSUMED PRACTICE BEHAVIORS (CSWE 2009) FOR THE**

**ADVANCED CLINICAL YEAR (MSW PROGRAM)**

**2.1.1 - Identify as a professional social worker and conduct oneself accordingly.**

**(Social workers serve as representatives of the profession, its mission, and its core values. They know the profession’s history. Social workers commit themselves to the profession’s enhancement and to their own professional conduct and growth.)**

1. Readily identify as social work professionals.
2. Demonstrate professional use of self with clients.
3. Understand and identify professional strengths, limitations, and challenges.
4. Develop, manage, and maintain therapeutic relationships with clients within the person-in-environment and strengths perspectives.

 **2.1.2 – Apply social work ethical principles to guide professional practice.**

**(Social workers have an obligation to conduct themselves ethically and to engage in ethical decision making. Social workers are knowledgeable about the value base of the profession, its ethical standards, and relevant law.)**

1. Apply ethical decision-making skills to issues specific to clinical social work.
2. Employ strategies of ethical reasoning to address the use of technology in clinical practice and its effect on client rights.
3. Identify and use knowledge of relationship dynamics, including power differentials.
4. Recognize and manage personal biases as they affect the therapeutic relationship in the service of the client’s well-being.

**2.1.3 – Apply critical thinking to inform and communicate professional judgments.**

**(Social workers are knowledgeable about the principles of logic, scientific inquiry, and reasoned discernment. They use critical thinking, augmented by creativity and curiosity. Critical thinking also requires the synthesis and communication of relevant information.)**

1. Engage in reflective practice.
2. Identify and articulate client strengths and vulnerabilities.
3. Evaluate, select, and implement appropriate multi-dimensional assessment, diagnostic, intervention, and practice evaluation tools.
4. Evaluate the strengths and weaknesses of multiple theoretical perspectives and differentially apply them to client situations.
5. Communicate professional judgments to other social workers and to professionals from other disciplines, in both verbal and written format.

**2.1.4 – Engage diversity and difference in practice.**

**(Social workers understand how diversity characterizes and shapes the human experience and is critical to the formation of identity. The dimensions of diversity are understood as the intersectionality of multiple factors, including age, class, color, culture, disability, ethnicity, gender, gender identity and expression, immigration status, political ideology, race, religion, and sexual orientation. Social workers appreciate 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.)**

1. Research and apply knowledge of diverse populations to enhance client well-being.
2. Work effectively with rural populations.
3. Identify and use practitioner-client differences from a strength perspective.

**2.1.5 – Advance human rights and social and economic justice.**

**(Each person, regardless of position in society, has basic human rights , such as freedom, safety, privacy, an adequate standard of living, health care, and education. Social workers recognize the global interconnectedness of oppression and are knowledgeable about theories of justice and strategies to promote human and civil rights. Social work incorporates social justice practices in organizations, institutions, and society to ensure that these basic human rights are distributed equitably and without prejudice.)**

1. Use knowledge of the effects of oppression, discrimination, and historical trauma on clients and client systems to guide treatment planning and intervention.
2. Advocate at multiple levels for mental health parity and reduction of health disparities for diverse populations.

**2.1.6 – Engage in research-informed practice and practice-informed research.**

**(Social workers use practice experience to inform research, employ evidence-based interventions, evaluate their own practice, and use research findings to improve practice, policy, and social service delivery. Social workers comprehend quantitative and qualitative research and understand scientific and ethical approaches to building knowledge.)**

1. Apply the evidence-based practice process in clinical assessment and intervention with clients.
2. Utilize research findings in the generation of new clinical knowledge.
3. Use research methodology to evaluate clinical practice effectiveness and outcomes.

**2.1.7 – Apply knowledge of human behavior and the social environment.**

**(Social workers are knowledgeable about human behavior across the life course; the range of social systems in which people live, and the ways social systems promote or deter people in maintaining or achieving health and well-being. Social workers apply theories and knowledge from the liberal arts to understand biological, social, cultural, psychological, and spiritual development.)**

1. Synthesize and differentially apply theories of human behavior and the social environment to guide clinical practice.
2. Use bio-psycho-social-spiritual theories and multi-axial diagnostic classification systems in formulation of comprehensive assessments.
3. Consult with healthcare professionals, as needed, regarding diagnosis, involvement of medications, and coordination of treatment.

**2.1.8 – Engage in policy practice to advance social and economic well-being and to deliver effective social work services.**

**(Social work practitioners understand that policy affects service delivery, and they engage actively in policy practice. Social workers know the history of current structures of social policies and services; the role of policy in service delivery; and the role of practice in policy development.)**

1. Communicate to stakeholders the implication of policies and policy change in the lives of clients.
2. Use evidence-based practice and practice-based evidence in advocacy for policies that advance social and economic well-being.
3. Advocate with and inform administrators and policy makers to influence policies that impact clients and service.

**2.1.9 – Respond to contexts that shape practice.**

**(Social workers are informed, resourceful, and proactive in responding to evolving organizational, community, and societal contexts at all levels of practice. Social workers recognize that the context of practice is dynamic and use knowledge and skill to respond proactively.)**

1. Assess the quality of client interactions within their social context.
2. Develop intervention plans to strengthen relational, organizational and/or community systems.
3. Work collaboratively with others to effect systemic change that is sustainable.

**2.1.10 – Engage, assess, intervene, and evaluate with individuals, families, groups, organizations, and communities.**

**(Professional practice involves the dynamic and interactive processes of engagement, assessment, intervention, and evaluation at multiple levels. Social workers have the knowledge and skills to practice with individuals, families, groups, organizations, and communities. Practice knowledge includes identifying, analyzing, and implementing evidence-based interventions designed to achieve client goals; using research and technological advances; evaluating outcomes and practice effectiveness; developing, analyzing, advocating, and providing leadership for policies and services; and promoting social and economic justice.)**

1. Engagement
2. Develop a culturally responsive therapeutic relationship.
3. Attend to the interpersonal dynamics and contextual factors that both strengthen and potentially threaten the therapeutic alliance.
4. Establish a relationally based process that encourages clients to be equal participants in the establishment of treatment goals and expected outcomes.
5. Assessment
6. Use multi-dimensional bio-psycho-social-spiritual assessment tools.
7. Assess the client’s readiness for change.
8. Assess client coping strategies to reinforce and improve adaptation to life situations, circumstances, and events.
9. Select and modify appropriate intervention strategies based on continuous clinical assessment.
10. Use differential and multi-axial diagnoses.
11. Intervention
12. Critically evaluate, select, and apply best practices and evidence-based interventions.
13. Demonstrate the use of appropriate clinical techniques for a range of presenting concerns identified in the assessment, including crisis intervention strategies as needed.
14. Collaborate with other professionals to coordinate treatment interventions.
15. Evaluation:
16. Contribute to the knowledge base of the social work profession through practice-based research.
17. Use clinical evaluation of the process and/or outcomes to improve practice interventions for a range of bio-psycho-social-spiritual conditions.

Council on Social Work Education.  (2008).  *CSWE educational policy and accreditation standards*.  Retrieved from <http://www.cswe.org/Accreditation/2008EPASDescription.aspx>

Council on Social Work Education. (2009). *CSWE advanced social work practice in clinical social work.* Retried from <http://www.cswe.org/Accreditation/EPASImplementation.aspx>