

## Program Core Competencies

- 1. Identify as a professional social worker and conduct oneself accordingly.**
  - a. Advocate for client access to the services of social work.
  - b. Practice personal reflection and self-correction to assure continual professional development.
  - c. Attend to professional roles and boundaries.
  - d. Demonstrate professional demeanor in behavior, appearance, and communication.
  - e. Engage in career-long learning and use supervision and consultation.
  
- 2. Apply social work ethical principles to guide professional practice.**
  - a. Recognize and manage personal values in a way that allows professional values to guide practice.
  - b. Make ethical decisions by applying standards of the National Association of Social Workers 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. Tolerate ambiguity in resolving ethical conflicts.
  - d. Apply strategies of ethical reasoning to arrive at principled decisions.
  
- 3. Apply critical thinking to inform and communicate professional judgments.**
  - a. Distinguish, appraise, and integrate multiple sources of knowledge, including research-based knowledge, and practice wisdom.
  - b. Analyze models of assessment, prevention, intervention, and evaluation.
  - c. Demonstrate effective oral and written communication in working with individuals, families, groups, organizations, and communities.
  
- 4. Engage diversity in practice.**
  - a. Recognize the extent to which a culture's structures and values may oppress, marginalize, alienate, or create or enhance privilege and power.
  - b. Gain sufficient self-awareness to eliminate the influence of personal biases and values in working with diverse groups.
  - c. Recognize and communicate their understanding of the importance of difference in shaping life experiences.
  - d. View themselves as learners and engage those with whom they work as informants.
  
- 5. Advance human rights and social and economic justice.**
  - a. Understand (can identify and articulate) the forms and mechanisms of oppression and discrimination.
  - b. Advocate for human rights and social and economic justice.
  - c. Engage in practices that advance social and economic justice.
  
- 6. Engage in research-informed practice and practice-informed research.**
  - a. Use practice experience to inform scientific inquiry.
  - b. Use research evidence to inform practice.
  
- 7. Apply knowledge of human behavior and the social environment.**
  - a. Utilize conceptual frameworks to guide the processes of assessment, intervention, and evaluation.
  - b. Critique and apply knowledge to understand person and environment.

- 8. Engage in policy practice to advance social and economic well-being and to deliver social work services.**
  - a. Analyze, formulate, and advocate for policies that advance social well-being.
  - b. Collaborate with colleagues and clients for effective policy action.
  
- 9. Respond to contexts that shape practice.**
  - 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 the quality of social services.
  
- 10. Engage, assess, intervene, and evaluate with individuals, families, organizations, and communities.**
  - a. Substantively and affectively prepare for action with individuals, families, groups, organizations, and communities.
  - b. Use empathy and other interpersonal skills.
  - c. Develop a mutually agreed-upon focus of work and desired outcomes.
  - d. Collect, organize, and interpret client data.
  - e. Assess client strengths and limitations.
  - f. Develop mutually agreed-upon intervention goals and objectives.
  - g. Select appropriate intervention strategies.
  - h. Initiate actions to achieve organizational goals.
  - i. Implement prevention interventions that enhance client capacities.
  - j. Help clients resolve problems.
  - k. Negotiate, mediate, and advocate for clients.
  - l. Facilitate transitions and endings.
  - m. Critically analyze, monitor, and evaluate interventions.