### BSW Field Experience & MSW Foundation Practicum Competencies and Practice Behaviors

#### Competency 1: Demonstrate Ethical and Professional Behavior

1a. Make ethical decisions by applying the standards of the NASW Code of Ethics, relevant laws and regulations, models for ethical decision-making, ethical conduct of research, and additional codes of ethics as appropriate to context

1b. Use reflection and self-regulation to manage personal values and maintain professionalism in practice situations

1c. Demonstrate professional demeanor in behavior; appearance; and oral, written, and electronic communication

1d. Use technology ethically and appropriately to facilitate practice outcomes

1e. Use supervision and consultation to guide professional judgment and behavior

#### Competency 2: Engage Diversity and Difference in Practice

2a. Apply and communicate understanding of the importance of diversity and difference in shaping life experiences in practice at the micro and macro levels

2b. Present themselves as learners and engage clients and constituencies as experts of their own experiences

2c. Apply self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse clients and constituencies

#### Competency 3: Advance Human Rights and Social, Economic, & Environmental Justice

3a. Apply their understanding of social, economic, and environmental justice to advocate for human rights at the individual and system levels

3b. Engage in practices that advance social, economic, and environmental justice

#### Competency 4: Engage In Practice-informed Research and Research-informed Practice

4a. Use practice experience and theory to inform scientific inquiry and research

4b. Engage in critical analysis of quantitative and qualitative research methods and research findings

4c. Use and translate research findings to inform and improve practice, policy, and service delivery

#### Competency 5: Engage in Policy Practice

5a. Assess how social welfare and economic policies impact the delivery of and access to social services

5b. Critically analyze and promote policies that advance human rights and social, economic, and environmental justice
### Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities

6a. Apply knowledge of human behavior and the social environment and practice context to engage with clients and constituencies; and

6b. Use empathy, reflection, and interpersonal skills to effectively engage diverse clients and constituencies.

### Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities

7a. Collect, organize, and critically analyze and interpret information from clients and constituencies

7b. Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the analysis of assessment data from clients and constituencies

7c. Develop mutually agreed-on intervention goals and objectives based on the critical assessment of strengths, needs, and challenges within clients and constituencies

7d. Select appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of clients and constituencies.

### Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities

8a. Implement interventions to achieve practice goals and enhance capacities of clients and constituencies

8b. Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in interventions with clients and constituencies

8c. Use inter-professional collaboration as appropriate to achieve beneficial practice outcomes

8d. Negotiate, mediate, and advocate with and on behalf of clients and constituencies

8e. Facilitate effective transitions and endings that advance mutually agreed-on goals

### Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities

9a. Select and use appropriate methods for evaluation of outcomes

9b. Critically analyze, monitor, and evaluate intervention and program processes and outcomes

9c. Apply evaluation findings to improve practice effectiveness at the micro and macro levels
**MSW Advanced Practicum Competencies and Practice Behaviors**

Different practice behaviors are required depending on the student’s track: Integrated Practice or Family-Centered.

### Competency 1: Demonstrate Ethical and Professional Behavior

<table>
<thead>
<tr>
<th>IP practice behavior</th>
<th>FC practice behavior</th>
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<tbody>
<tr>
<td>IP1a) Apply ethical decision making models in practice settings and professional roles.</td>
<td>FC1a) Apply ethical decision making models in practice settings and professional roles.</td>
</tr>
<tr>
<td>IP1b) Describe, adhere to, and model professional social work roles and boundaries.</td>
<td>FC1b) Describe, adhere to, and model professional social work roles and boundaries.</td>
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<tr>
<td>IP1c) Demonstrate ethical and effective uses of technologies to facilitate practice outcomes.</td>
<td>FC1c) Demonstrate ethical and effective uses of technologies to facilitate practice outcomes.</td>
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<tr>
<td>IP1d) Demonstrate increasing skills in using supervision and consultation and in providing peer feedback to guide professional practice and development.</td>
<td>FC1d) Demonstrate increasing skills in using supervision and consultation and in providing peer feedback to guide professional practice and development.</td>
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### Competency 2: Engage Diversity and Difference in Practice

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<tr>
<td>IP2a) Incorporate a privilege and oppression perspective into multiple system levels.</td>
<td>FC2a) Demonstrate skills in applying family centered practice models to engage diverse clients and constituencies and challenge oppression.</td>
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<tr>
<td>IP2b) Seek feedback and reflect on one’s personal biases and modify one’s behavior to ensure culturally responsive practice.</td>
<td>FC2b) Seek feedback and reflect on one’s personal biases and modify one’s behavior to ensure culturally responsive practice.</td>
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### Competency 3: Advance Human Rights and Social, Economic, & Environmental Justice

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<td>IP3a) Use theory and strategies to promote social, economic, and/or environmental justice.</td>
<td>FC3a) Use theory and strategies to promote social, economic, and/or environmental justice.</td>
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<tr>
<td>IP3b) Demonstrate skills needed to make social institutions and policies more responsive to marginalized and oppressed groups.</td>
<td>FC3b) Demonstrate skills needed to make social institutions and policies more responsive to marginalized and oppressed groups.</td>
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### Competency 4: Engage In Practice-informed Research and Research-informed Practice

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<td>IP4a) Identify research strategies to fill gaps in research and/or practice knowledge.</td>
<td>FC4a) Identify research strategies to fill gaps in research and/or practice knowledge.</td>
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<tr>
<td>IP4b) Critically appraise and communicate implications of research methods and findings.</td>
<td>FC4b) Critically appraise and communicate implications of research methods and findings.</td>
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<td>Competency 5: Engage in Policy Practice</td>
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<td><strong>IP practice behavior</strong></td>
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<tr>
<td>IP5a) Analyze the impact of policy at the agency, community, state and/or national level.</td>
<td>FC5a) Analyze the impact of policy at the agency, community, state and/or national level.</td>
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<tr>
<td>IP5b) Design strategies to influence the development and/or implementation of policy taking into account affected populations and varied stakeholder interests.</td>
<td>FC5b) Design strategies to influence the development and/or implementation of policy taking into account affected populations and varied stakeholder interests.</td>
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<td>IP6a) Critically evaluate and apply practice theories and frameworks to effectively engage diverse clients and constituencies at multiple system levels.</td>
<td>FC6a) Critically evaluate and apply practice theories and frameworks to effectively engage diverse clients and constituencies at multiple system levels.</td>
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<tr>
<td>IP6b) Establish a relationally based process in which client systems are equal partners in establishing practice goals and outcomes.</td>
<td>FC6b) Establish a relationally based process in which clients are equal partners in establishing practice goals and outcomes.</td>
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<td>IP7a) Design and implement strategies for assessment using culturally responsive, evidence-based and best practice methods.</td>
<td>FC7a) In partnership with clients, design and implement strategies for assessment using culturally responsive, evidence-based and best practice methods.</td>
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<tr>
<td>IP7b) Critically assess and apply practice theories, frameworks and assessment tools at multiple system levels, including multiple perspectives of the problem definition.</td>
<td>FC7b) Conduct comprehensive assessments in partnership with clients, building on clients’ strengths and resources and obtaining multiple perspectives of the problem definition.</td>
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<td>IP7c) With client systems, establish goals and measurable objectives that facilitate goal achievement.</td>
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<td>IP8a) Develop evidence based and culturally responsive intervention plans at multiple system levels to promote organizational or community capacity to function more effectively.</td>
<td>FC8a) In partnership with clients, develop and implement evidence based and culturally responsive intervention plans to promote individual and family capacity to function more effectively.</td>
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<tr>
<td>IP8b) Utilize community resources effectively with client systems.</td>
<td>FC8b) Utilize community resources effectively with client systems.</td>
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<td>IP8c) Demonstrate multidisciplinary collaboration.</td>
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<td>IP9a) Use qualitative and/or quantitative research methods to evaluate one’s professional development and/or practice effectiveness.</td>
<td>FC9a) Use qualitative and/or quantitative research methods to evaluate one’s professional development and/or practice effectiveness.</td>
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<tr>
<td>IP9b) Design or critically select, and implement (when feasible), evaluation of client, program or system outcomes.</td>
<td>FC9b) Design or critically select, and implement (when feasible), evaluation of client, program or system outcomes.</td>
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