

Social Work Competencies for Practicum with Leadership Specialization

Adapted from the CSWE Social Work Competencies (2022)

Competency 1: Demonstrate Ethical and Professional Behavior

- a) Make ethical decisions by applying the standards of the National Association of Social Workers Code of Ethics, relevant laws and regulations, models for ethical decision making, ethical conduct of research, and additional codes of ethics in leadership practice;
- b) Demonstrate behavior; appearance; and oral, written, and electronic communication appropriate to the practice setting and in accordance with social work values and UISSW professional behavior standards;
- c) Use technology, including social media, ethically and appropriately to facilitate clinical practice outcomes;
- d) Manage value conflicts between self, social work profession, and agency;
- e) Manage affective reactions and emotional self-regulation; and
- f) Use supervision and consultation to guide professional judgment and behavior in clinical practice.

Competency 2: Advance Human Rights and Social, Racial, Economic, and Environmental Justice

- a) Implement strategies to eliminate oppressive structural barriers to protect human rights and advance social, racial, economic, and environmental justice

Competency 3: Engage Anti-Racism, Diversity, Equity, and Inclusion (ADEI) in Leadership Practice

- a) Demonstrate anti-racist and anti-oppressive leadership practice, research, and policy practice; and
- b) Demonstrate cultural humility by applying critical reflection, self-awareness, and self-regulation to manage the influence of bias, power, privilege, and values in working with stakeholders, including colleagues, groups, constituencies, organizations, and communities, acknowledging stakeholders as experts of their own lived experiences.

Competency 4: Engage in Practice-informed Research and Research-informed Practice

- a) Apply research findings to select, inform and improve programs, organizations, communities, policy advocacy, and/or policy implementation;
- b) Identify ethical, culturally informed, anti-racist, and anti-oppressive strategies that engage communities and stakeholders to address inherent biases for use in quantitative and qualitative research and evaluation methods to advance practice with groups, organizations, and communities

Competency 5: Engage in Policy Practice

- a) Use social justice, anti-racist, and anti-oppressive lenses to apply coalition-building strategies to inform policy formulation, analysis, implementation, and evaluation.

Competency 6: Engage in Leadership Practice

- a) Adapt professional social work engagement practices from an understanding of the theoretical perspectives and values that inform the perspectives and standpoints of stakeholders.
- b) Use empathy, reflection, and interpersonal skills to engage in culturally responsive practice with stakeholders.

Competency 7: Use Leadership Practice to Assess Groups, Organizations, and Communities

- a) Apply culturally responsive, anti-oppressive theories of leadership practice when assessing stakeholders; and
- b) Demonstrate respect for stakeholder self-determination during the assessment process by collaborating with multiple stakeholders in developing a mutually agreed-upon plan.
- c) Make assessment decisions in the face of conflicting goals when collaborating with multiple stakeholders.

Competency 8: Use Leadership Practice to Intervene with Groups, Organizations, and Communities

- a) Engage with stakeholders to critically choose and implement culturally responsive, evidence-informed interventions to achieve stakeholder goals; and
- b) Incorporate culturally responsive methods to negotiate, mediate, and advocate with and on behalf of stakeholders.

Competency 9: Use Leadership Practice to Evaluate Practice with Groups, Organizations, and Communities

- a) Select and use culturally responsive strategies for evaluation of outcomes;
- b) Select an evaluation design and implementation plan that engages the expertise and leadership of stakeholders, especially marginalized communities; and
- c) Critically analyze outcomes and apply and disseminate evaluation findings to enhance equity and improve programs, policies, and organizations.