

Competency	Objectives	Behaviors	Dimensions	Content
<p><b>Competency 1: Demonstrate Ethical and Professional Behavior</b> Social workers understand the value base of the profession and its ethical standards, as well as relevant laws and regulations that may impact practice at the micro, mezzo, and macro levels. Social workers understand frameworks of ethical decision-making and how to apply principles of critical thinking to those frameworks in practice, research, and policy arenas. Social workers recognize personal values and the distinction between personal and professional values. They also understand how their personal experiences and affective reactions influence their professional judgment and behavior. Social workers understand the profession's history, its mission, and the roles and responsibilities of the profession. Social Workers also understand the role of other professions when engaged in inter-professional teams. Social workers recognize the importance of life-long learning and are committed to continually updating their skills to ensure they are relevant and effective. Social workers also understand emerging forms of technology and the ethical use of technology in social work practice.</p>	<p><b>3.</b> Enhance collaboration and communication skills across the spectrum of culturally appropriate social work services, from engagement to assessment, goal-setting, intervention, evaluation, and termination</p> <p><b>4.</b> Develop professional use of self through consultation with professional social workers, self-reflection, understanding of social work values, and creative implementation of those values in internship settings</p> <p><b>5.</b> Increase proficiency in the required Council on Social Work Education's (CSWE) Core Competencies as indicated in the Comprehensive Skills Evaluation</p>	<p><b>1b.</b> Uses reflection and self-regulation to manage personal values and maintain professionalism in practice situations.</p>	<p>Values, Cognitive and Affective Processes</p>	<p><b>Units 2-5:</b> Orientation to Field Education/ Motivational Interviewing and Client Engagement</p> <p><b>Units 6-8:</b> Assessment, diagnostic considerations, &amp; Treatment Planning</p> <p><b>Units 9 -11:</b> Problem Solving Therapy and Self Care</p> <p><b>Units 12-15:</b> Social Justice and Termination</p> <p><b>Observation of participation and engagement in weekly practice lab</b></p> <p><b>Participation in ethics, risk factor and other class vignettes/exercises</b></p> <p><b>Field documentation</b></p> <p><b>Weekly supervision</b></p> <p><b>Completion of field hours</b></p>
	<p><b>3.</b> Enhance collaboration and communication skills across the spectrum of culturally appropriate social work services, from engagement to assessment, goal-setting, intervention, evaluation, and termination</p> <p><b>5.</b> Increase proficiency in the required Council on Social Work Education's (CSWE) Core Competencies as indicated in the Comprehensive Skills Evaluation</p>	<p><b>1c.</b> Demonstrates professional demeanor in behavior; appearance; and oral, written, and electronic communication.</p>	<p>Values, Cognitive and Affective Processes</p>	

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<p><b>Competency 2: Engage Diversity and Difference in Practice</b> Social workers understand how diversity and difference characterize and shape the human experience and are critical to the formation of identity. The dimensions of diversity are understood as the intersectionality of multiple factors including but not limited to age, class, color, culture, disability and ability, ethnicity, gender, gender identity and expression, immigration status, marital status, political ideology, race, religion/spirituality, sex, sexual orientation, and tribal sovereign status. Social workers understand 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. Social workers also understand the forms and mechanisms of oppression and discrimination and recognize the extent to which a culture's structures and values, including social, economic, political, and cultural exclusions, may oppress, marginalize, alienate, or create privilege and power.</p>	<p><b>1.</b> Integrate classroom theories and concepts with direct practice in laboratory settings and/or with vulnerable communities where the effects of poverty, discrimination and oppression are pervasive in an effort to bring about both individual and societal change</p> <p><b>4.</b> Develop professional use of self through consultation with professional social workers, self-reflection, understanding of social work values, and creative implementation of those values in internship settings</p> <p><b>5.</b> Increase proficiency in the required Council on Social Work Education's (CSWE) Core Competencies as indicated in the Comprehensive Skills Evaluation</p>	<p><b>2c.</b> Applies self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse clients and constituencies.</p>	<p>Cognitive and Affective Processes</p>	<p><b>Units 2-5:</b> Orientation to Field Education/ Motivational Interviewing and Client Engagement</p> <p><b>Units 6-8:</b> Assessment, diagnostic considerations &amp; Treatment Planning</p> <p><b>Units 9 -11:</b> Problem Solving Therapy and Self Care</p> <p><b>Units 12-15:</b> Social Justice and Termination</p> <p><b>Participation in ethics, risk factor and other class vignettes/exercises</b></p> <p><b>Observation of participation and engagement in weekly practice lab</b></p> <p><b>Field documentation</b></p> <p><b>Observation of interactions with clients (either with assigned clients or via role play)</b></p> <p><b>Weekly Supervision</b></p>

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<p><b>Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice</b> Social workers understand that every person regardless of position in society has fundamental human rights such as freedom, safety, privacy, an adequate standard of living, health care, and education. Social workers understand the global interconnections of oppression and human rights violations, and are knowledgeable about theories of human need and social justice and strategies to promote social and economic justice and human rights. Social workers understand strategies designed to eliminate oppressive structural barriers to ensure that social goods, rights, and responsibilities are distributed equitably and that civil, political, environmental, economic, social, and cultural human rights are protected.</p>	<p><b>1.</b> Integrate classroom theories and concepts with direct practice in laboratory settings and/or with vulnerable communities where the effects of poverty, discrimination and oppression are pervasive in an effort to bring about both individual and societal change</p> <p><b>3.</b> Enhance collaboration and communication skills across the spectrum of culturally appropriate social work services, from engagement to assessment, goal-setting, intervention, evaluation, and termination</p> <p><b>4.</b> Develop professional use of self through consultation with professional social workers, self-reflection, understanding of social work values, and creative implementation of those values in internship settings</p> <p><b>5.</b> Increase proficiency in the required Council on Social Work Education's (CSWE) Core Competencies as indicated in the Comprehensive Skills Evaluation</p>	<p>3a. Applies principles of social, economic, and environmental justice to advocate for human rights within the scope of the organization's mission.</p>	<p>Values, Cognitive and Affective Processes</p>	<p><b>Units 12-15:</b> Social Justice and termination</p> <p><b>Observation of participation and engagement in weekly practice lab</b></p> <p><b>Participation in ethics, risk factor and other class vignettes/exercises</b></p> <p><b>Field documentation</b></p> <p><b>Weekly supervision</b></p> <p><b>Completion of field hours</b></p>

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<p><b>Competency 4: Engage in Practice-informed Research and Research-Informed Practice</b> Social workers understand quantitative and qualitative research methods and their respective roles in advancing a science of social work and in evaluating their practice. Social workers know the principles of logic, scientific inquiry, and culturally informed and ethical approaches to building knowledge. Social workers understand that evidence that informs practice derives from multi-disciplinary sources and multiple ways of knowing. They also understand the processes of translating research findings into effective practice.</p>	<p><b>1.</b> Integrate classroom theories and concepts with direct practice in laboratory settings and/or with vulnerable communities where the effects of poverty, discrimination and oppression are pervasive in an effort to bring about both individual and societal change</p> <p><b>2.</b> Develop critical thinking skills to learn, apply, and creatively adapt evidence-based interventions (EBIs) such as Motivational Interviewing and Problem-Solving Therapy (PST), and/or Cognitive Behavioral Therapy (CBT) in internship settings</p> <p><b>3.</b> Enhance collaboration and communication skills across the spectrum of culturally appropriate social work services, from engagement to assessment, goal-setting, intervention, evaluation, and termination</p> <p><b>5.</b> Increase proficiency in the required Council on Social Work Education's (CSWE) Core Competencies as indicated in the Comprehensive Skills Evaluation</p>	<p>4a. Implements evidence-based interventions.</p> <p>4b. Translates and integrates research findings with professional judgment to inform and improve practice.</p>	<p>Cognitive and Affective Processes</p>	<p><b>Units 2-5:</b> Orientation to Field Education/ Motivational Interviewing and Client Engagement</p> <p><b>Units 9 -11:</b> Problem Solving Therapy and Self Care</p> <p><b>Participation in Evidence-Based Intervention (EBI) Trainings</b></p> <p><b>Observation of participation and engagement in weekly practice lab</b></p> <p><b>Field documentation</b></p> <p><b>Observation of interactions with clients (either with assigned clients or via role play)</b></p> <p><b>Weekly Supervision</b></p>

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<p><b>Competency 5: Engage in Policy Practice</b> Social workers understand that human rights and social justice, as well as social welfare and services, are mediated by policy and its implementation at the federal, state, and local levels. Social workers understand the history and current structures of social policies and services, the role of policy in service delivery, and the role of practice in policy development. Social workers understand their role in policy development and implementation within their practice settings at the micro, mezzo, and macro levels and they actively engage in policy practice to effect change within those settings. Social workers recognize and understand the historical, social, cultural, economic, organizational, environmental, and global influences that affect social policy. They are also knowledgeable about policy formulation, analysis, implementation, and evaluation.</p>	<p><b>1.</b> Integrate classroom theories and concepts with direct practice in laboratory settings and/or with vulnerable communities where the effects of poverty, discrimination and oppression are pervasive in an effort to bring about both individual and societal change</p> <p><b>3.</b> Enhance collaboration and communication skills across the spectrum of culturally appropriate social work services, from engagement to assessment, goal-setting, intervention, evaluation, and termination</p> <p><b>5.</b> Increase proficiency in the required Council on Social Work Education's (CSWE) Core Competencies as indicated in the Comprehensive Skills Evaluation</p>	<p>5a. Demonstrates an understanding of how social welfare and/or agency policy affects the delivery of and access to social services.</p>	<p>Values, Cognitive and Affective Processes</p>	<p><b>Units 2-5:</b> Orientation to Field Education/ Motivational Interviewing and Client Engagement</p> <p><b>Units 12-15:</b> Social Justice and Termination</p> <p><b>Observation of participation and engagement in weekly practice lab</b></p> <p><b>Field documentation</b></p> <p><b>Weekly Supervision</b></p>

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<p><b>Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities</b> Social workers understand that engagement is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations, and communities. Social workers value the importance of human relationships. Social workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge to facilitate engagement with clients and constituencies, including individuals, families, groups, organizations, and communities. Social workers understand strategies to engage diverse clients and constituencies to advance practice effectiveness. Social workers understand how their personal experiences and affective reactions may impact their ability to effectively engage with diverse clients and constituencies. Social workers value principles of relationship-building and inter-professional collaboration to facilitate engagement with clients, constituencies, and other professionals as appropriate.</p>	<p><b>1.</b> Integrate classroom theories and concepts with direct practice in laboratory settings and/or with vulnerable communities where the effects of poverty, discrimination and oppression are pervasive in an effort to bring about both individual and societal change</p> <p><b>2.</b> Develop critical thinking skills to learn, apply, and creatively adapt evidence-based interventions (EBIs) such as Motivational Interviewing and Problem-Solving Therapy (PST), and/or Cognitive Behavioral Therapy (CBT) in internship settings</p> <p><b>3.</b> Enhance collaboration and communication skills across the spectrum of culturally appropriate social work services, from engagement to assessment, goal-setting, intervention, evaluation, and termination</p> <p><b>5.</b> Increase proficiency in the required Council on Social Work Education's (CSWE) Core Competencies as indicated in the Comprehensive Skills Evaluation</p>	<p>6b. Uses knowledge of practice context to inform engagement with clients and constituencies.</p> <p>6d. Uses interpersonal skills to engage diverse clients and constituencies.</p>	<p>Cognitive and Affective Processes</p>	<p><b>Units 1-5:</b> Orientation to Field Education/ Motivational Interviewing and Client Engagement</p> <p><b>Units 9 -11:</b> Problem Solving Therapy and Self Care</p> <p><b>Evaluation of participation and engagement in weekly practice lab</b></p> <p><b>Observation of engagement skills during EBI trainings</b></p> <p><b>Observation of interactions with clients (either with assigned clients or via role play)</b></p> <p><b>Field documentation</b></p> <p><b>Weekly supervision</b></p>

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<p><b>Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities</b> Social workers understand that assessment is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations, and communities. Social workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge in the assessment of diverse clients and constituencies, including individuals, families, groups, organizations, and communities. Social workers understand methods of assessment with diverse clients and constituencies to specialized practice effectiveness. Social workers recognize the implications of the larger practice context in the assessment process and value the importance of interprofessional collaboration in this process. Social workers understand how their personal experiences and affective reactions may affect their assessment and decision-making.</p>	<p><b>2.</b> Develop critical thinking skills to learn, apply, and creatively adapt evidence-based interventions (EBIs) such as Motivational Interviewing and Problem-Solving Therapy (PST), and/or Cognitive Behavioral Therapy (CBT) in internship settings</p> <p><b>3.</b> Enhance collaboration and communication skills across the spectrum of culturally appropriate social work services, from engagement to assessment, goal-setting, intervention, evaluation, and termination</p> <p><b>5.</b> Increase proficiency in the required Council on Social Work Education's (CSWE) Core Competencies as indicated in the Comprehensive Skills Evaluation</p>	<p>7a. Applies knowledge of multi-disciplinary theoretical frameworks (i.e., human behavior and the social environment, person-and-environment, among others) in assessing information from clients and constituencies. Constituencies include individuals, families, groups, organizations, and/or communities.</p> <p>7b. Applies critical thinking in assessing information (e.g., client strengths, needs, and challenges) from clients and constituencies.</p>		<p><b>Units 1-5:</b> Orientation to Field Education/ Motivational Interviewing and Client Engagement</p> <p><b>Units 6-8:</b> Assessment, diagnostic considerations &amp; Treatment Planning</p> <p><b>Units 9 -11:</b> Problem Solving Therapy and Self Care</p> <p><b>Evaluation of participation and engagement in weekly practice lab</b></p> <p><b>Observation of assessment skills during EBI trainings</b></p> <p><b>Observation of interactions with clients (either with assigned clients or via role play)</b></p> <p><b>Field documentation</b></p> <p><b>Weekly supervision</b></p>

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<p><b>Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities</b> Social workers understand that intervention is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations, and communities. Social workers are knowledgeable about evidence-informed interventions to achieve the goals of clients and constituencies, including individuals, families, groups, organizations, and communities. Social workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge to effectively intervene with clients and constituencies. Social workers understand methods of identifying, analyzing and implementing evidence-informed interventions to achieve client and constituency goals. Social workers value the importance of inter-professional teamwork and communication in interventions, recognizing that beneficial outcomes may require interdisciplinary, inter-professional, and inter-organizational collaboration.</p>	<p><b>2.</b> Develop critical thinking skills to learn, apply, and creatively adapt evidence-based interventions (EBIs) such as Motivational Interviewing and Problem-Solving Therapy (PST), and/or Cognitive Behavioral Therapy (CBT) in internship settings</p> <p><b>3.</b> Enhance collaboration and communication skills across the spectrum of culturally appropriate social work services, from engagement to assessment, goal-setting, intervention, evaluation, and termination</p> <p><b>5.</b> Increase proficiency in the required Council on Social Work Education's (CSWE) Core Competencies as indicated in the Comprehensive Skills Evaluation</p>	<p>8a. Selects appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of clients and constituencies. Constituencies include individuals, families, groups, organizations, and/or communities.</p>		<p><b>Units 1-5:</b> Orientation to Field Education/ Motivational Interviewing and Client Engagement</p> <p><b>Units 6-8:</b> Assessment, diagnostic considerations &amp; Treatment Planning</p> <p><b>Units 9 -11:</b> Problem Solving Therapy and Self Care</p> <p><b>Units 12-15:</b> Social Justice and Termination</p> <p><b>Evaluation of participation and engagement in weekly practice lab</b></p> <p><b>Observation of intervention skills during EBI trainings</b></p> <p><b>Observation of interactions with clients (either with assigned clients or via role play)</b></p> <p><b>Field documentation</b></p> <p><b>Weekly supervision</b></p>



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<p><b>Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities</b> Social workers understand that evaluation is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations and communities. Social workers recognize the importance of evaluating processes and outcomes to advance practice, policy, and service delivery effectiveness. Social workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge in evaluating outcomes. Social workers understand qualitative and quantitative methods for evaluating outcomes and practice effectiveness.</p>	<p><b>1.</b> Integrate classroom theories and concepts with direct practice in laboratory settings and/or with vulnerable communities where the effects of poverty, discrimination and oppression are pervasive in an effort to bring about both individual and societal change</p> <p><b>2.</b> Develop critical thinking skills to learn, apply, and creatively adapt evidence-based interventions (EBIs) such as Motivational Interviewing and Problem-Solving Therapy (PST), and/or Cognitive Behavioral Therapy (CBT) in internship settings</p> <p><b>3.</b> Enhance collaboration and communication skills across the spectrum of culturally appropriate social work services, from engagement to assessment, goal-setting, intervention, evaluation, and termination</p> <p><b>5.</b> Increase proficiency in the required Council on Social Work Education's (CSWE) Core Competencies as indicated in the Comprehensive Skills Evaluation</p>	<p>9b. Evaluates (e.g., monitors and critically analyses) intervention processes and outcomes.</p>		<p><b>Units 6-8:</b> Assessment, diagnostic considerations &amp; Treatment Planning</p> <p><b>Units 9 -11:</b> Problem Solving Therapy and Self Care</p> <p><b>Evaluation of participation and engagement in weekly practice lab</b></p> <p><b>Observation of interactions with clients (either with assigned clients or via role play)</b></p> <p><b>Field documentation</b></p> <p><b>Weekly supervision</b></p>