

ADVANCED COMPETENCIES & PRACTICE BEHAVIORS (6/15/11)

FOR COMMUNITY CENTERED INTEGRATIVE PRACTICE

NOTE: highlighted items are for ALL concentrations

CSWE EPAS Core Competency	UW SSW MSW Advanced Knowledge & Practice Behaviors (SHADED ITEMS ARE CONCENTRATION-SPECIFIC)
1: Identify as a professional social worker and conduct oneself accordingly.	a. understand and identify the role of a social worker in cross-disciplinary settings
	b. demonstrate professional use of self with clients/constituents and colleagues
	c. demonstrate an ability to identify oneself as professional in relation to community
	d. demonstrate a praxis-oriented (action and reflection) approach to personal and professional lifelong learning and development
2: Apply social work ethical principles to guide professional practice.	a. recognize and manage personal biases as they affect the professional relationship in the service of the clients'/constituents' interests
	b. identify and apply knowledge of relationship dynamics, including power differentials; and apply knowledge about histories of oppression and on-going marginalization experienced by communities that impact their ability to trust professionals, including social workers
	c. demonstrate ability to foster trusting relationships with clients/communities as a necessary component in ethical decision-making
3: Apply critical thinking to inform and communicate professional judgments.	a. engage in reflective practice (e.g., regularly question and reflect on their own assumptions and consider how these might affect practice)
	b. engage in critically reflexive practice, that is, understanding how power and privilege impact professional judgments and engagement
	c. develop self-, other- and social awareness of individual, interpersonal and intergroup styles in communication and work with conflicts in diverse group settings
4: Engage diversity and difference in practice.	a. understand the many forms of diversity and difference and how these influence the relationship with clients/constituents
	b. research and apply knowledge of diverse populations to enhance client/constituent wellbeing (COVERED BY 506)
	c. demonstrate an understanding of intersectionality and multiple identities-positionalities as foundation for engaging difference
	d. demonstrate a critical understanding of the linkages of the global-local context of practice
5: Advance human rights and social and economic justice.	a. articulate the potentially challenging effects of economic, social, cultural and global factors on client/constituent systems
	b. gain a complex understanding of the nature and consequences of globalization in economics, politics and culture
	c. demonstrate a critical understanding of structural factors such as racism and violence which contribute to persistent disparities for marginalized populations and have traumatic impact upon them
6: Engage in research-informed	a. apply critical thinking to evidence-based interventions, best practices, and the evidence-based research process (COVERED BY 506)
	b. use best practices and evidence-based research to develop, implement, and evaluate

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practice and practice-informed research.	interventions (COVERED BY 506)
	c. understand choices and strategies in organizing and implementing intergroup dialogues in different contexts—schools, human service organizations and community settings
	d. engage and partner with diverse and marginalized community constituents to define, assess, plan and address community needs via participatory action research and practice
	e. utilize qualitative and quantitative research to understand the nature of communities and the best practices to improve their well-being
7: Apply knowledge of human behavior and the social environment.	a. apply the theories of human behavior and the social environment (e.g., biological, developmental, psychological, social, cultural, spiritual, systems, and/or structural)
	b. use bio/psycho/social/spiritual/structural theories in formulating assessments
8: Engage in policy practice to advance social and economic well-being and to deliver effective social work services.	a. recognize the interrelationship between clients/constituents, practice, and organizational and public policy
	b. demonstrate an understanding of the complex nature and consequences of the key structural and institutional forces and instruments of global governance and regulation globalization in economics, politics and culture
	c. Identify advocacy methods and demonstrate active engagement in the policy arena on behalf of community interests toward improved social and economic well-being, especially for the most vulnerable populations
9: Respond to contexts that shape practice.	a. work collaboratively with others to effect systemic change towards sustainability
	b. demonstrate an understanding of how pressing global issues are being addressed by non-governmental organizations, non-profit organizations and citizen movements, nationally and globally
	c. demonstrate a critical understanding of major approaches to community practice (community organizing, community empowerment, community development, community action and more)
10: Engage, assess, intervene, and evaluate with individuals, families, groups, organizations, and communities.	ENGAGEMENT
	a. demonstrate skills (e.g., leadership, critical thinking, and interpersonal skills) required for effectively engaging and intervening with clients/constituents
	b. establish an engagement process that encourages clients/constituents to be active participants in the establishment of intervention goals and expected outcomes
	c. demonstrate facilitative and co-leadership skills using intergroup dialogue principles for effective engagement across difference in the service of justice
	ASSESSMENT
	d. use multidimensional assessment (e.g., bio/psycho/social/spiritual/structural)
	e. critically assess the discourse of community in social work theory and practice
	INTERVENTION
	f. collaborate effectively with other professionals /stakeholders to coordinate interventions
g. develop and apply skills in assessment and intervention with diverse populations in	

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	culturally responsive ways across varied contexts and across multi-levels of practice
	h. use knowledge of the effects of oppression, discrimination, structural social inequality, and historical trauma across micro-, mezzo- and macro-levels of practice to guide intervention planning
	EVALUATION
	i. contribute to the theoretical knowledge base of the social work profession through practice-based research (COVERED BY 506)
	j. demonstrate ability to critically examine and evaluate major paradigms informing mental health service delivery, including evidence-based practice, and their applicability within communities of color and marginalized communities
	k. demonstrate effective group observation, group process skills and constructive alliance building skills and behaviors