9 Core Competencies in Social Work Education
— Concentration Year —

**DEMONSTRATE ETHICAL AND PROFESSIONAL BEHAVIOR**
- Actively seek feedback and supervision, and engage in personal reflection and self-correction.
- Practice with cultural humility that demonstrates recognition of and ability to utilize the principles included in the NASW Code of Ethics, evidence-based knowledge, and relevant legal and policy-related information.
- Represents agency and/or organization in a professional manner in multiple contexts.
- Demonstrates competency at an advanced level in verbal, written, and electronic communication in the process of managing professional duties, responsibilities, and appearance.

**ENGAGE DIVERSITY AND DIFFERENCE IN PRACTICE**
- Recognize and manage personal and system-level biases as they affect the client-worker relationship within advanced integrative practice.
- Critically appraises evidence based knowledge and local wisdom of diverse cultures and contexts to advanced integrative practice.
- Demonstrate and display professional ease in role of learner.
- Understand and articulate the power and strength of tribal service systems in OK.

**ADVANCE HUMAN RIGHTS AND SOCIAL, ECONOMIC, AND ENVIRONMENTAL JUSTICE**
- Apply knowledge, skills and ethics to promote social, economic and environmental justice.
- Advocate for human rights across the micro-macro continuum.
- Participate in improving services, resources, and opportunities for client systems.

**ENGAGE IN PRACTICE-INFORMED RESEARCH AND RESEARCH-INFORMED PRACTICE**
- Develop a literature review to intervene at the appropriate level (micro, mezzo, or macro).
- Integrate practice and research knowledge for effective decision-making.

**ENGAGE IN POLICY PRACTICE**
- Engage in effective policy action with colleagues and clients when possible.
- Analyze an organization’s policies, procedures and resources to ensure best client service delivery.
- Critically appraise recruitment, admissions and hiring, and retention efforts that ensure diverse representation in work force and leadership.
ENGAGE WITH INDIVIDUALS, FAMILIES, GROUPS, ORGANIZATIONS AND COMMUNITIES

- Identify and implement trauma-informed and culturally appropriate strategies for engagement with clients and stakeholders.
- Build mutual trust and honor client confidentiality throughout the engagement process with clients and stakeholders.
- Demonstrate the ability to monitor, through time, the quality of engagement, and to differentially offer skills to maintain engagement for optimal client and stakeholder involvement.

ASSESS WITH INDIVIDUALS, FAMILIES, GROUPS, ORGANIZATIONS AND COMMUNITIES

- Conduct multidimensional assessments that incorporate strengths, assets, and trauma-informed perspective focused on understanding the client or stakeholders’ environment and needs.
- Develop, select and adapt assessment methods and tools that respond to dynamic needs of clients and stakeholders.
- Integrate practice wisdom and evidence-informed practices in defining target populations and choosing appropriate interventions.

INTERVENE WITH INDIVIDUALS, FAMILIES, GROUPS, ORGANIZATIONS AND COMMUNITIES

- Demonstrate the use of appropriate crisis intervention strategies.
- Engage in collaborative practice to coordinate client and stakeholder interventions.
- Deliver trauma-informed prevention and intervention practices that develop client and stakeholder capacity.
- Apply the most relevant, evidence-informed knowledge, while also appreciating and/or including indigenous and/or rural perspectives in the design, development, and deployment of interventions.
- Engage in ethically responsive transitions and/or terminations.

EVALUATE PRACTICE WITH INDIVIDUALS, FAMILIES, GROUPS, ORGANIZATIONS AND COMMUNITIES

- Use the scientific method as a guide when designing culturally responsive methods for the evaluation of processes and outcomes.
- Continuously seek, critically consume, and apply evaluation based evidence from the scholarly literature to inform and evaluate practice.
- Apply ethical principles when evaluation is conducted to ensure the protection and dignity of individuals, families, groups, organizations, and communities.
- Provide leadership in effecting sustainable changes in service delivery through the use of evaluation.
- Collaborate with clients and stakeholders on evaluation of interventions and/or assessment of practice outcomes.