

# MSW Concentration Year

# Competency-Based Learning Guide

## COMPETENCY

1

### Demonstrate Ethical and Professional Behavior

- Demonstrate 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.
- Employ technology and digital resources to enhance and evaluate practice outcomes, ensuring ethical application and compliance with data privacy standards.
- Actively seek feedback and supervision, and engage in personal reflection and self-correction.

## COMPETENCY

2

### Advance Access and Opportunities for All People

- Apply knowledge, skills, and ethics to promote multidimensional practice.
- Apply critical analysis to identify systemic barriers and advocate for policies and practices.

## COMPETENCY

3

### Engage in a Broad Representation of Varied Perspectives

- Critically appraise evidence based knowledge and local wisdom of varied perspectives and contexts to advance integrative practice.
- Recognize and manage personal and system-level perspectives as they affect the client-worker relationship within advanced integrative practice.

## COMPETENCY

4

### 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.

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## COMPETENCY

5

### Engage in Policy Practice

- Analyze an organization's policies, procedures and resources to ensure best client service delivery.
- Critically appraise social work policy in regard to work force and leadership.

## COMPETENCY

6

### Engage with Individuals, Families, Groups, Organizations, and Communities

- Identify and implement trauma-informed strategies for engagement with clients and stakeholders.
- Build mutual trust by engaging in responsive practices throughout the engagement process with clients and constituencies.

## COMPETENCY

7

### Assess 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, preferences, and needs.
- Develop, select and adapt assessment methods and tools that respond to dynamic needs of clients and stakeholders.

## COMPETENCY

8

### Intervene with Individuals, Families, Groups, Organizations, and Communities

- Engage with clients to critically select and apply responsive, evidence-informed interventions, including appropriate crisis intervention strategies, to effectively address and achieve client goals.
- Critically apply the most relevant, evidence-informed knowledge to incorporate the most appropriate methods to effectively negotiate, mediate, and advocate with and on behalf of clients.

## COMPETENCY

9

### Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities

- Collaborate with clients and stakeholders on evaluation of interventions and/or assessment of practice outcomes.
- Apply ethical principles when evaluation is conducted to ensure the protection and dignity of individuals, families, groups, organizations, and communities.