

9 Core Competencies in Social Work Education

— Concentration Year —

A 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
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B 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.
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C 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.
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D 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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E 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.

F 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.
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G 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.
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H 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.
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I 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.
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