

Bachelor's of Social Work Program Competencies and Practice Behaviors

The mission statement and our goals coupled drive the following program competencies which are operationalized in their associated practice behaviors.

Competency #1	Graduates will identify as professional social workers, advanced social work practitioners and conduct themselves accordingly.
B1.1	advocating for client access to the services of social work;
B1.2	practicing personal reflection and self-correction to assure continual professional development;
B1.3	attending to professional roles and boundaries;
B1.4	demonstrating professional demeanor in behavior, appearance, and communication;
B1.5	engaging in career-long learning; and
B1.6	using supervision and consultation.
Competency #2	Graduates will conduct their professional practice according to the values and ethical principles of professional social work.
B2.1	recognizing and managing personal values in a way that allows professional values to guide practice;
B2.2	making ethical decisions by applying standards of the National Association of Social Workers Code of Ethics and, as applicable, of the International Federation of Social Workers/International Association of Schools of Social Work Ethics in Social Work, Statement of Principles;
B2.3	tolerating ambiguity in resolving ethical conflicts; and
B2.4	applying strategies of ethical reasoning to arrive at principled decisions.
Competency #3	Graduates will apply critical thinking and communication skills to evaluate and inform professional judgements in practice.
B3.1	distinguishing, appraising, and integrating multiple sources of knowledge, including research-based knowledge, and practice wisdom;
B3.2	analyzing models of assessment, prevention, intervention, and evaluation; and
B3.3	demonstrating effective oral and written communication in working with individuals, families, groups, organizations, communities, and colleagues.
Competency #4	Graduates will engage in informed, sensitive and competent practice with diverse and oppressed groups.
B4.1	recognizing the extent to which a culture's structures and values may oppress, marginalize, alienate, or create or enhance privilege and power;
B4.2	gaining sufficient self-awareness to eliminate the influence of personal biases and values in working with diverse groups;
B4.3	recognizing and communicating their understanding of the importance of difference in shaping life experiences; and
B4.4	viewing themselves as learners and clients as experts on their own experiences.
Competency #5	Graduates will promote human rights and social and economic justice.
B5.1	understanding the forms and mechanisms of oppression and discrimination;
B5.2	advocating for human rights and social and economic justice; and
B5.3	engaging in practices that promote human rights and social and economic justice
Competency #6	Graduates will engage in research-informed practice and practice-informed research.
B6.1	using practice experience to inform scientific inquiry and
B6.2	using research evidence to inform practice.
Competency #7	Graduates will apply knowledge of human behavior and the social

	environment to professional practice.
B7.1	utilize conceptual frameworks to guide the processes of assessment, intervention, and evaluation; and termination
B7.2	critique and apply knowledge to understand person and environment.
Competency #8	Graduates will engage in policy analysis and practice to promote social and economic well-being and to deliver effective services.
B8.1	analyzing, formulating, and advocating for policies that advance social well-being; and
B8.2	collaborating with colleagues and clients for effective policy action.
Competency #9	Graduates will recognize and respond to the dynamic contexts that shape practice.
B9.1	continuously discovering, appraising, and attending to changing locales, populations, scientific and technological developments, and emerging societal trends to provide relevant services; and
B9.2	providing leadership in promoting sustainable changes in service delivery and practice to improve the quality of social services.
Competency #10	Graduates will have the knowledge and skills required for engaging, assessing, intervening and evaluating with individuals, families, groups, organizations, and communities.
B10.1	Professional practice involving the dynamic and interactive processes of engagement, assessment, intervention, and evaluation at multiple levels.
B10.2	Practice knowledge including identifying, analyzing, and implementing evidence-based interventions designed to achieve client goals; using research and technological advances; evaluating program outcomes and practice effectiveness.
Competency #10(a)	Graduates will have knowledge and skills required to engage client systems.
B10a.1	substantively and affectively preparing for action with individuals, families, groups, organizations, and communities;
B10a.2	using empathy and other interpersonal skills; and
B10a.3	collaborating with clients to develop mutually agreed-on focus of work and outcomes.
Competency #10(b)	Graduates will have knowledge and skills required for assessment of client systems of all sizes.
B10b.1	collecting, organizing, and interpreting client data;
B10b.2	assessing client strengths and limitations;
B10b.3	collaborating upon mutually agreed-on intervention goals and objectives; and
B10b.4	selecting appropriate intervention strategies.
Competency #10(c)	Graduates will have knowledge and skills required to intervene with client systems of all sizes.
B10c.1	initiating actions to achieve organizational goals;
B10c.2	implementing prevention interventions that enhance client capacities;
B10c.3	helping clients resolve problems;
B10c.4	negotiating, mediating, and advocating for clients;
B10c.5	facilitating transitions and endings.
Competency #10(d)	Graduates will have knowledge and skills required for evaluating client systems of all sizes.
B10d.1	critically analyzing, monitoring, and evaluating interventions at all stages of the process.
B10d.2	Use ongoing monitoring and evaluation processes to improve practice at all stages and levels of intervention