

**Washburn University Social Work Department & Council on Social Work Education Competencies, Practice Behaviors, and Dimensions**

Dimension	Definition	Dimension	Definition
<b>Cognitive &amp; Affective Processes (CAP)</b>	The ability of the social work student to concurrently engage in critical thinking, identification and management of affective reactions, and exercise of judgment. Critical thinking is an intellectual, disciplined process of conceptualizing, analyzing, evaluating, and synthesizing multiple sources of information generated by observation, reflection, and reasoning. Affective reactions are the ways in which our emotions influence our thinking and subsequently our behavior. Exercise of judgment is the capacity to perceive and discern multiple sources to form an opinion.	<b>Skills</b>	The ability to competently translate social work practice, research, and policy frameworks into observable and measurable actions with and/or on behalf of individuals, families, groups, organizations, and communities.
<b>Knowledge</b>	The ability to internalize and recall new learning, analyze data, and respond with accuracy when addressing practice, research, and policy frameworks central to professional social work practice.	<b>Values</b>	The ability to identify, process, and reconcile both alignments and incongruencies between personal values and those of the social work profession: Service, social justice, the dignity and worth of the person, the importance of human relationships, integrity, competence, human rights, and scientific inquiry.

#	Competency	BSW & MSW Generalist Competency Language	BSW & MSW Generalist Practice Behaviors	MSW Clinical Competency Language	MSW Clinical Practice Behaviors
<b>1</b>	<b>Demonstrate Ethical &amp; Professional Behavior</b>	Social workers understand the value base of the profession and its ethical standards, as well as relevant policies, laws, and regulations that may affect practice with individuals, families, groups, organizations, and communities. Social workers understand that ethics are informed by principles of human rights and apply them toward realizing social, racial, economic, and environmental justice in their practice. Social workers understand frameworks of ethical decision making and apply principles of critical thinking to those frameworks in practice, research, and policy arenas. Social workers recognize and manage personal values and the distinction between personal and professional values. Social workers understand how their evolving worldview, personal experiences, and affective reactions influence their professional judgment and behavior. Social workers take measures to care for themselves professionally and personally, understanding that self-care is paramount for competent and ethical social work practice. Social workers use rights-based, antiracist, and anti-oppressive lenses to understand and critique the	<b>1.a</b> Social workers make ethical decisions by applying the standards of the National Association of Social Workers Code of Ethics, relevant laws and regulations, models for ethical decision making, ethical conduct of research, and additional codes of ethics within the profession as appropriate to the context.	Clinical social workers recognize that competent and ethical practice is informed by theoretical perspectives, including person-in-environment and strengths perspectives, evidence-informed and practice-informed knowledge, reflective practice in professional use of self, and adherence to professional ethical standards. Clinical social workers work collegially with other professionals when engaged in interprofessional practice for the best interests of clients and in a manner which promotes rights-based, antiracist, and anti-oppressive practices, processes, and policies. Clinical social workers demonstrate ethical and competent use of technology tools in practice. Clinical social workers understand the responsibility of ethical use of self in the development of therapeutic relationship and working alliance and utilize reflective processes and ethical decision-making models. Clinical social workers understand the risks of vicarious trauma and secondary traumatic stress in clinical practice and develop strategies to mitigate the impacts of working with trauma survivors. Clinical social workers recognize the	<b>1.a</b> Clinical social workers make ethical decisions by applying the standards of the National Association of Social Workers Code of Ethics, relevant laws and regulations, models for ethical decision making, ethical conduct of research, and additional codes of ethics within the profession as appropriate to the clinical practice context.
			<b>1.b</b> Social workers demonstrate professional behavior; appearance; and oral, written, and electronic communication.		<b>1.b</b> Clinical social workers engage in clinical self-awareness and self-evaluation leading to self-correction to enhance practice.
			<b>1.c</b> Social workers use technology ethically and appropriately to facilitate practice outcomes.		<b>1.c</b> Clinical social workers demonstrate self-care behaviors which enhance capacity for professional practice and collective care of colleagues.
			<b>1.d</b> Social workers use supervision and consultation to guide professional judgment and behavior.		

2	<p><b>Advance Human Rights &amp; Social, Racial, Economic, and Environmental Justice</b></p>	<p>Social workers understand that every person regardless of position in society has fundamental human rights. Social workers are knowledgeable about the global intersecting and ongoing injustices throughout history that result in oppression and racism, including social work's role and response. Social workers critically evaluate the distribution of power and privilege in society in order to promote social, racial, economic, and environmental justice by reducing inequities and ensuring dignity and respect for all. Social workers advocate for and engage in strategies to eliminate oppressive structural barriers to ensure that social resources, rights, and responsibilities are distributed equitably and that civil, political, economic, social, and cultural human rights are protected.</p>	<p><b>2.a</b> Social workers advocate for human rights at the individual, family, group, organizational, and community system levels.</p>	<p>Clinical social workers seek knowledge about and understanding of social injustices that incur in the world and take special care to ensure that their interactions with clients promote dignity and respect by recognizing the challenges and trauma that each client may experience because of these injustices. Clinical social workers value client self-determination and advocate with and for their clients for individual and collective rights, equitable frameworks of power and opportunity, and the dismantling of systemic barriers which impact clients' ability to thrive.</p>	<p><b>2.a</b> Clinical social workers engage in clinical practices that promote social, racial, economic, and environmental justice and eliminate barriers and oppressive systems for clients.</p>
			<p><b>2.b</b> Social workers engage in practices that advance human rights to promote social, racial, economic, and environmental justice.</p>		<p><b>2.b</b> Clinical social workers use a trauma-informed, trauma-responsive approach to working with clients.</p>
3	<p><b>Engage Anti-Racism, Diversity, Equity, &amp; Inclusion (ADEI) in Practice</b></p>	<p>Social workers understand how racism and oppression shape human experiences and how these two constructs influence practice at the individual, family, group, organizational, and community levels and in policy and research. Social workers understand the pervasive impact of White supremacy and privilege and use their knowledge, awareness, and skills to engage in anti-racist practice. Social workers understand how diversity and intersectionality shape human experiences and identity development and affect equity and inclusion. The dimensions of diversity are understood as the intersectionality of factors including but not limited to age, caste, class, color, culture, disability and ability, ethnicity, gender, gender identity and expression, generational status, immigration status, legal status, marital status, political ideology, race, nationality, religion and spirituality, sex, sexual orientation, and tribal sovereign status. Social workers understand that this intersectionality means that a person's life experiences may include oppression, poverty, marginalization, and alienation as well as privilege and power. Social workers understand the societal and</p>	<p><b>3.a</b> Social workers demonstrate anti-racist and anti-oppressive social work practice at the individual, family, group, organizational, community, research, and policy levels.</p>	<p>Clinical social workers understand how the human experience of clients is impacted and shaped by social ideologies and systems which stratify, privilege, or oppress individuals and groups based on difference. Clinical social workers utilize knowledge of intersectionality and cultural humility to holistically understand clients and the environments in which they live. Clinical social workers strive to engage in anti-racist and anti-oppressive practices with clients and utilize self-reflection, continuing education, and clinical supervision for ongoing growth in this area. Clinical social workers promote policies, processes, and practices within their organizations and communities that promote anti-racism, diversity, equity, inclusion, and belonging for all.</p>	<p><b>3.a</b> Clinical social workers advocate for organizational policies and practices that are anti-racist and anti-oppressive to promote inclusion and facilitate clinical outcomes.</p>
			<p><b>3.b</b> Social workers demonstrate cultural humility by applying critical reflection, self-awareness, and self regulation to manage the influence of bias, power, privilege, and values in working with clients and constituencies, acknowledging them as experts of their own lived experiences.</p>		<p><b>3.b</b> Clinical social workers demonstrate ethical use of self by discussing difference and diversity with clients as a part of therapeutic engagement and equality in therapeutic relationship when appropriate.</p> <p><b>3.c</b> Clinical social workers demonstrate a pattern of ongoing learning to advance practice skills which are anti-racist and promote diversity, equity, inclusion, and belonging.</p>

4	<b>Engage in Practice-Informed Research and Research Informed Practice</b>	<p>Social workers use ethical, culturally informed, anti-racist, and anti-oppressive approaches in conducting research and building knowledge. Social workers use research to inform their practice decision making and articulate how their practice experience informs research and evaluation decisions. Social workers critically evaluate and critique current, empirically sound research to inform decisions pertaining to practice, policy, and programs. Social workers understand the inherent bias in research and evaluate design, analysis, and interpretation using an anti-racist and anti-oppressive perspective. Social workers know how to access, critique, and synthesize the current literature to develop appropriate research questions and hypotheses. Social workers demonstrate knowledge and skills regarding qualitative and quantitative research methods and analysis, and they interpret data derived from these methods. Social workers demonstrate knowledge about methods to assess reliability and validity in social work research. Social workers can articulate and share research findings in ways that are usable to a variety of clients and constituencies. Social workers understand the value of evidence derived from interprofessional and diverse research methods, approaches, and sources.</p>	<p><b>4.a</b> Social workers apply research findings to inform and improve practice, policy, and programs.</p>	<p>Clinical social workers use theoretically based, research-informed knowledge in practice approaches and decision-making. Clinical social workers intentionally seek and critically evaluate current, empirically sound research to inform and enhance decisions related to practice with specific clients. Clinical social workers use scientific methods to understand and evaluate their own practice with clients and the context in which practice occurs. Clinical social workers understand that ethical practice demands reflective assessment and evaluation of practice and continual exploration of best practices. Clinical social workers utilize research literature to educate others and advocate on behalf of clients and constituencies.</p>	<p><b>4.a</b> Clinical social workers demonstrate the use of research-informed practice in clinical decision-making.</p>
		<p><b>4.b</b> Social workers identify ethical, culturally informed, anti-racist, and anti-oppressive strategies that address inherent biases for use in quantitative and qualitative research methods to advance the purposes of social work.</p>			
5	<b>Engage in Policy Practice</b>	<p>Social workers identify social policy at the local, state, federal, and global level that affects wellbeing, human rights and justice, service delivery, and access to social services. Social workers recognize the historical, social, racial, cultural, economic, organizational, environmental, and global influences that affect social policy. Social workers understand and critique the history and current structures of social policies and services and the role of policy in service delivery through rights based, anti-oppressive, and anti-racist lenses. Social workers influence policy formulation, analysis, implementation, and evaluation within their practice settings with individuals, families, groups, organizations, and communities. Social workers actively engage in and advocate for anti-racist and anti-oppressive policy practice to effect change in those settings.</p>	<p><b>5.a</b> Social workers use social justice, anti-racist, and anti-oppressive lenses to assess how social welfare policies affect the delivery of and access to social services.</p>	<p>Clinical social workers understand that social policies at the institutional, local, state, federal, and global levels impact the lives and well-being of their clients and constituencies as well as impacting their own ability and means to deliver services to their clients. Clinical social workers participate in formulating, implementing, and evaluating policies within their practice settings. Clinical social workers advocate for culturally informed and trauma-responsive policy changes to increase human rights, access to opportunity and/or services, equity and inclusion, and anti-oppressive and anti-racist practices.</p>	<p><b>5.a</b> Clinical social workers identify policies which adversely impact clients and apply critical thinking to advocate and intervene with and on behalf of clients.</p>
		<p><b>5.b</b> Social workers apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, racial, economic, and environmental justice.</p>	<p><b>5.b</b> Clinical social workers advocate for culturally informed and trauma-responsive policies to enhance services for clients and working conditions for service providers.</p>		

6	<b>Engage with Individuals, Families, Groups, Organizations &amp; Communities</b>	Social workers understand that engagement is an ongoing component of the dynamic and interactive process of social work practice with and on behalf of individuals, families, groups, organizations, and communities. Social workers value the importance of human relationships. Social workers understand theories of human behavior and person-in-environment and critically evaluate and apply this knowledge to facilitate engagement with clients and constituencies, including individuals, families, groups, organizations, and communities. Social workers are self-reflective and understand how bias, power, and privilege as well as their personal values and personal experiences may affect their ability to engage effectively with diverse clients and constituencies. Social workers use the principles of interprofessional collaboration to facilitate engagement with clients, constituencies, and other professionals as appropriate.	6.a Social workers apply knowledge of human behavior and person-in-environment, as well as interprofessional conceptual frameworks, to engage with clients and constituencies.	Clinical social workers understand the development of a trusting and collaborative working alliance as a necessary, ongoing, intersubjective process for both client and practitioner. Clinical social workers value human relationships and recognize the dignity and worth of all individuals. Clinical social workers utilize theories of person-in-environment and clinical practice to facilitate effective engagement with diverse clients in a manner which is culturally informed and trauma-responsive. Clinical social workers use self-reflective practices and clinical supervision to understand how bias, power, privilege, personal values and experiences, and transference and countertransference may affect engagement with clients.	6.a Clinical social workers establish a collaborative working alliance with clients to further client goals and outcomes.
			6.b Social workers use empathy, reflection, and interpersonal skills to engage in culturally responsive practice with clients and constituencies.		6.b Clinical social workers use reflective practices and clinical supervision to reflect on effective use of self and affective self-regulation in the process of engagement with diverse clients.
7	<b>Assess Individuals, Families, Groups, Organizations &amp; Communities</b>	Social workers understand that assessment is an ongoing component of the dynamic and interactive process of social work practice. Social workers understand theories of human behavior and person-in-environment, as well as interprofessional conceptual frameworks, and they critically evaluate and apply this knowledge in culturally responsive assessment with clients and constituencies, including individuals, families, groups, organizations, and communities. Assessment involves a collaborative process of defining presenting challenges and identifying strengths with individuals, families, groups, organizations, and communities to develop a mutually agreed-upon plan. Social workers recognize the implications of the larger practice context in the assessment process and use interprofessional collaboration in this process. Social workers are self-reflective and understand how bias, power, privilege, and their personal values and experiences may affect their assessment and decision making	7.a Social workers apply theories of human behavior and person-in-environment, as well as other culturally responsive and interprofessional conceptual frameworks, when assessing clients and constituencies.	Clinical social workers utilize bio-psycho-social-spiritual-cultural assessment as a means of understanding clients holistically and within the contexts of their existence. Clinical social workers understand that ethical assessment must occur within a culturally responsive and trauma-informed framework. Clinical social workers understand assessment as a collaborative and ongoing, dynamic process of identifying strengths, vulnerabilities, and challenges for the purpose of developing a mutually agreed upon plan. Clinical social workers utilize research informed instruments and practice informed methods to complete their assessment responsibilities effectively and ethically. Clinical social workers use self-reflective practices and clinical supervision to understand how bias, power, privilege, personal values and experiences, and transference and countertransference may affect assessment with clients.	7.a Clinical social workers utilize a clinical diagnostic system (e.g., DSM5) and/or other clinical assessment tools for competent bio-psycho-social-spiritual-cultural assessment.
			7.b Social workers demonstrate respect for client self-determination during the assessment process by collaborating with clients and constituencies in developing a mutually agreed-upon plan.		7.b Clinical social workers use reflective practices and clinical supervision to reflect on effective use of self and affective self-regulation in the process of assessment with diverse clients.

8	<b>Intervene with Individuals, Families, Groups, Organizations &amp; Communities</b>	<p>Social workers understand that intervention is an ongoing component of the dynamic and interactive process of social work practice. Social workers understand theories of human behavior, person-in-environment, and other interprofessional conceptual frameworks, and they critically evaluate and apply this knowledge in selecting culturally responsive interventions with clients and constituencies, including individuals, families, groups, organizations, and communities. Social workers understand methods of identifying, analyzing, and implementing evidence-informed interventions and participate in interprofessional collaboration to achieve client and constituency goals. Social workers facilitate effective transitions and endings.</p>	<p><b>8.a</b> Social workers engage with clients and constituencies to critically choose and implement culturally responsive, evidence-informed interventions to achieve client and constituency goals.</p>	<p>Clinical social workers are knowledgeable of theoretical frameworks and empirical foundations of research-informed practice and apply that knowledge to identify, select, and implement developmentally appropriate, culturally informed, trauma responsive interventions with individuals, families, and groups. Clinical social workers understand intervention as a collaborative and ongoing, dynamic process and uphold ethical standards of client self-determination and informed consent. Clinical social workers apply critical thinking in selecting and implementing research-informed interventions and develop practice-informed evidence to inform how to intervene in the absence of research-informed evidence, when new interventions are emerging, or when client specificity is warranted. Clinical social workers use self-reflective practices and clinical supervision to understand how bias, power, privilege, personal values and experiences, and transference and countertransference may affect the intervention and termination phases of working with clients.</p>	<p><b>8.a</b> Clinical social workers gather, analyze, and utilize practice-informed and research-informed evidence in clinical decision-making.</p>
		<p><b>8.b</b> Social workers incorporate culturally responsive methods to negotiate, mediate, and advocate with and on behalf of clients and constituencies.</p>	<p><b>8.b</b> Clinical social workers use reflective practices and clinical supervision to reflect on effective use of self and affective self-regulation in the processes of intervention and termination with diverse clients.</p>		
9	<b>Evaluate Practice with Individuals, Families, Groups, Organizations &amp; Communities</b>	<p>Social workers understand that evaluation is an ongoing component of the dynamic and interactive process of social work practice with and on behalf of diverse individuals, families, groups, organizations, and communities. Social workers evaluate processes and outcomes to increase practice, policy, and service delivery effectiveness. Social workers apply anti-racist and anti-oppressive perspectives in evaluating outcomes. Social workers understand theories of human behavior and person-in-environment, as well as interprofessional conceptual frameworks, and critically evaluate and apply this knowledge in evaluating outcomes. Social workers use qualitative and quantitative methods for evaluating outcomes and practice effectiveness.</p>	<p><b>9.a</b> Social workers select and use culturally responsive methods for evaluation of outcomes.</p>	<p>Clinical social workers understand evaluation of practice as an ongoing, evolving component of ethical practice with individuals, families, and groups. Clinical social workers have knowledge of conceptual frameworks and quantitative and qualitative research methods to inform evaluation practices and procedures. Clinical social workers frame their practice evaluation within culturally informed, anti-racist, anti-oppressive, trauma-responsive perspectives in evaluating processes and outcomes. Clinical social workers engage in interprofessional collaboration in evaluation of policies, procedures, and practices that affect clients. Clinical social workers use self-reflective practices and clinical supervision to understand how bias, power, privilege, personal values and experiences, and transference and countertransference may affect practice outcomes and evaluation.</p>	<p><b>9.a</b> Clinical social workers use empirical and culturally responsive methods to evaluate, and improve upon, clinical practice outcomes with individual, families, and groups.</p>
		<p><b>9.b</b> Social workers critically analyze outcomes and apply evaluation findings to improve practice effectiveness with individuals, families, groups, organizations, and communities.</p>	<p><b>9.b</b> Clinical social workers use reflective practices and clinical supervision to reflect on effective use of self to understand client outcomes and improve client experience.</p>		