

ADDENDUM:

During the 2011-2012 year, the School of Social Work changed from an objective-based curriculum to a competency-based one. The competencies and associated practice behaviors for the MSW first year (foundation) and second year (advanced) program are presented below. The competencies and practice behaviors of the MSW program are designed to be consistent with the mission and goals of the MSW program, the Council on Social Work Education Curriculum Policy Statement, Georgia State University, and the Andrew Young School of Policy Studies.

MSW Program Competencies and Practice Behaviors:

Competency 1: Identify as a professional social worker and conduct oneself accordingly.

1st Year:

- Advocate for client access to the services of social work
- Practice personal reflection and self-correction to assure continual professional development
- Attend to professional roles and boundaries
- Demonstrate professional demeanor in behavior, appearance, and communication
- Engage in career-long learning
- Use supervision and consultation

2nd Year:

- Practice personal reflection and self-correction to assure continual professional development
- Identify professional strengths, limitations, and challenges
- Use supervision and consultation

Competency 2: Apply social work ethical principles to guide professional practice.

1st Year:

- Recognize and manage personal values in a way that allows professional values to guide practice
- Make ethical decisions by applying standards of the NASW Code of Ethics
- Tolerate ambiguity in resolving ethical conflicts
- Apply strategies of ethical reasoning to arrive at principled decisions

2nd Year:

- Analyze the profession's Code of Ethics as a guide in working with organizations and communities
- Make ethical decisions applying standards of the NASW Code of Ethics and, as applicable, the American Evaluation Association's Guiding Principles
- Recognize and manage ambiguity in resolving ethical conflicts
- Apply strategies of ethical reasoning to arrive at principled decisions

Competency 3: Apply critical thinking to inform and communicate professional judgments.

1st Year:

- Distinguish, appraise, and integrate multiple sources of knowledge, including research-based knowledge, and practice wisdom
- Analyze models of assessment, prevention, intervention, and evaluation
- Demonstrate effective oral and written communication in working with individuals, families, groups, organizations, communities, and colleagues

2nd Year:

- Evaluate and integrate multiple sources of knowledge, including research-based knowledge and practice-generated knowledge
- Analyze models of community assessment, prevention, intervention, and evaluation
- Demonstrate effective oral and written communication in community partnership practice

Competency 4: Engage diversity and difference in practice.

1st Year:

- Recognize the extent to which a culture's structures and values may oppress, marginalize, alienate, or create or enhance privilege and power
- Gain sufficient self-awareness to eliminate the influence of personal biases and values in working with diverse groups
- Recognize and communicate understanding of the importance of difference in shaping life experiences
- View themselves as learners and engage those with whom they work as informants

2nd Year:

- Identify and analyze structural forms of oppression and privilege in community partnership practice

- Recognize and respond to the extent in which personal biases and values impact working with diverse groups and communities
- Engage in community partnership practices that are responsive to diversity and difference
- Engage with others as reciprocal resources for learning

Competency 5: Advance human rights and social and economic justice.

1st Year:

- Understand the forms and mechanisms of oppression and discrimination
- Advocate for human rights and social and economic justice
- Engage in practices that advance social and economic justice

2nd Year:

- Analyze ways in which differential power and privilege shape communities and society
- Engage in practices that advance human rights and social and economic justice

Competency 6: Engage in research-informed practice and practice-informed research.

1st Year:

- Use practice experience to inform scientific inquiry
- Use research evidence to inform practice

2nd Year:

- Use community practice experience to inform scientific inquiry
- Use research evidence to inform community practice

Competency 7: Apply knowledge of human behavior and the social environment.

1st Year:

- Utilize conceptual frameworks to guide the processes of assessment, intervention, and evaluation
- Critique and apply knowledge to understand person and environment

2nd Year:

- Critique and apply conceptual frameworks to guide the processes of community and organizational engagement, assessment, intervention, and evaluation
- Critique and apply knowledge in working with individuals and groups in their environment

Competency 8: Engage in policy practice to advance social and economic well-being and to deliver effective social work services.

1st Year:

- Analyze, formulate, and advocate for policies that advance social well-being
- Collaborate with colleagues and clients for effective policy action

2nd Year:

- Engage in community practice that reflects understanding of organizational policies and their impact on the delivery of community services
- Engage in community practice that reflects understanding of social policies and their impact on service delivery

Competency 9: Respond to contexts that shape practice.

1st Year:

- Continuously discover, appraise, and attend to changing locales, populations, scientific and technological developments, and emerging societal trends to provide relevant services
- Provide leadership in promoting sustainable changes in service delivery and practice to improve the quality of social services

2nd Year:

- Develop strategies to adapt to changing circumstances and emerging societal trends
- Provide leadership in promoting changes to improve community well-being

Competency 10: Engage, assess, intervene, and evaluate with individuals, families, groups, organizations, and communities. [1st Year]

Competency 10: Engage, assess, intervene, and evaluate with groups, organizations, and communities.* [2nd Year]

Competency 10a: Engagement

1st Year:

- Substantively and affectively prepare for action with individuals, families, groups, organizations, and communities
- Use empathy and other interpersonal skills
- Develop a mutually agreed-on focus of work and desired outcomes

2nd Year:

- Apply a range of written, oral, and electronic modes of communication in relationship-building and interactions among groups, organizations, and communities
- Identify and define community as a client system
- Identify common interests, key stakeholders, and mutual areas of focus

Competency 10b: Assessment

1st Year:

- Collect, organize, and interpret client data
- Assess client strengths and limitations
- Develop mutually agreed-on intervention goals and objectives
- Select appropriate intervention strategies

2nd Year:

- Identify and assess organizational and community needs and assets
- Contribute to the development of shared goals/outcomes
- Contribute to the development and selection of strategies and tactics for community intervention

Competency 10c: Intervention

1st year:

- Initiate actions to achieve organizational goals
- Implement prevention interventions that enhance client capacities
- Help clients resolve problems
- Negotiate, mediate, and advocate for clients
- Facilitate transitions and endings

2nd Year:

- Create a resource development strategy and identify diverse funding sources
- Develop, monitor, and/or strengthen collaborative relationships that focus on building healthy communities
- Evaluate collaborative relationships that focus on building healthy communities
- Engage in leadership behaviors
- Synthesize knowledge and skills in the management of projects, partnerships, and organizations

Competency 10d: Evaluation

1st Year:

- Critically analyze, monitor, and evaluate interventions

2nd Year:

- Apply research methods in evaluating work with organizations and communities
- Apply technological processes in evaluating work with organizations and communities

*This core competency has been modified to support the advanced curriculum of the MSW program's sole concentration of community partnerships. Direct practice with individuals and families (omitted here) is emphasized in the first-year