

**Council of Social Work Education (CSWE) Educational Policy
and Accreditation Standards (EPAS), 2015
COMPETENCIES AND BEHAVIORS**

Competency 1: Demonstrate Ethical and Professional Behavior

Social workers understand the value base of the profession and its ethical standards, as well as relevant laws and regulations that may impact practice at the micro, mezzo, and macro levels. Social workers understand frameworks of ethical decision-making and how to apply principles of critical thinking to those frameworks in practice, research, and policy arenas. Social workers recognize personal values and the distinction between personal and professional values. They also understand how their personal experiences and affective reactions influence their professional judgment and behavior. Social workers understand the profession's history, its mission, and the roles and responsibilities of the profession. Social Workers also understand the role of other professions when engaged in inter-professional teams. Social workers recognize the importance of life-long learning and are committed to continually updating their skills to ensure they are relevant and effective. Social workers also understand emerging forms of technology and the ethical use of technology in social work practice. Social workers:

BSSW & MSW Generalist Year Behaviors		Specialization Year Behaviors	
A	Make ethical decisions by applying the standards of the NASW Code of Ethics, relevant laws and regulations, models for ethical decision-making, ethical conduct of research, and additional codes of ethics as appropriate to context;	1	Demonstrate independence and accountability as an Advanced Generalist social worker, particularly in rural and small communities;
B	Use reflection and self-regulation to manage personal values and maintain professionalism in practice situations;	2	Differentiate and manage boundaries and multiple roles at multiple system levels;
C	Demonstrate professional demeanor in behavior; appearance; and oral, written, and electronic communication;	3	Model and promote life-long learning and commitment to the social work profession through reflective practice and community involvement;
D	Use technology ethically and appropriately to facilitate practice outcomes; and	4	Apply ethical decision making frameworks to resolve complex ethical dilemmas;
E	Use supervision and consultation to guide professional judgment and behavior.	5	Assume leadership for critically examining ethical issues within inter-professional teams;
		6	Communicate professional judgments to client systems, public audiences, professional colleagues, and policy makers through multiple forms of media; and
		7	Model proficient use in technological skills and tools required for competent and ethical practice and seek appropriate training and consultation to stay current with emerging technologies.

Competency 2: Engage Diversity and Difference in Practice

Social workers understand how diversity and difference characterize and shape the human experience and are critical to the formation of identity. The dimensions of diversity are understood as the intersectionality of multiple factors including but not limited to age, class, color, culture, disability and ability, ethnicity, gender, gender identity and expression, immigration status, marital status, political ideology, race, religion/spirituality, sex, sexual orientation, and tribal sovereign status. Social workers understand that, as a consequence of difference, a person's life experiences may include oppression, poverty, marginalization, and alienation as well as privilege, power, and acclaim. Social workers also understand the forms and mechanisms of oppression and discrimination and recognize the extent to which a culture's structures and values, including social, economic, political, and cultural exclusions, may oppress, marginalize, alienate, or create privilege and power. Social workers:

BSSW & MSW Generalist Year Behaviors		Specialization Year Behaviors	
A	Apply and communicate understanding of the importance of diversity and difference in shaping life experiences in practice at the micro, mezzo, and macro levels;	8	Demonstrate culturally responsive social work practice appropriate to the practice context;
B	Present themselves as learners and engage clients and constituencies as experts of their own experiences; and	9	Critically examine historical and contemporary oppression, poverty, marginalization and alienation impacting diverse groups; and
C	Apply self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse clients and constituencies.	10	Engage in on-going self-reflective practice, including the understanding of intersectionality to address strengths and challenges related to working with diverse groups.

Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice

Social workers understand that every person regardless of position in society has fundamental human rights such as freedom, safety, privacy, an adequate standard of living, health care, and education. Social workers understand the global interconnections of oppression and human rights violations, and are knowledgeable about theories of human need and social justice and strategies to promote social and economic justice and human rights. Social workers understand strategies designed to eliminate oppressive structural barriers to ensure that social goods, rights, and responsibilities are distributed equitably and that civil, political, environmental, economic, social, and cultural human rights are protected. Social workers:

BSSW & MSW Generalist Year Behaviors		Specialization Year Behaviors	
A	Apply their understanding of social, economic, and environmental justice to advocate for human rights at the individual and system levels; and	11	Advocate for just social, economic, and environmental policies, particularly for rural and small community settings; and
B	Engage in practices that advance social, economic, and environmental justice.	12	Synthesize knowledge of the effects of oppression, discrimination, and historical trauma on client systems to guide planning and intervention.

Competency 4: Engage in Practice-informed Research and Research-informed Practice

Social workers understand quantitative and qualitative research methods and their respective roles in advancing a science of social work and in evaluating their practice. Social workers know the principles of logic, scientific inquiry, and culturally informed and ethical approaches to building knowledge. Social workers understand that evidence that informs practice derives from multi-disciplinary sources and multiple ways of knowing. They also understand the processes for translating research findings into effective practice. Social workers:

BSSW & MSW Generalist Year Behaviors		Specialization Year Behaviors	
A	Use practice experience and theory to inform scientific inquiry and research;	13	Use the evidence-based practice framework to apply and integrate research and evaluation at all levels of practice;
B	Apply critical thinking to engage in analysis of quantitative and qualitative research methods and research findings; and	14	Collect and analyze quantitative and/or qualitative forms of data to promote effective practice; and
C	Use and translate research evidence to inform and improve practice, policy, and service delivery.	15	Critically evaluate and differentially apply theoretical perspectives for interventions that support optimal client system outcomes.

Competency 5: Engage in Policy Practice

Social workers understand that human rights and social justice, as well as social welfare and services, are mediated by policy and its implementation at the federal, state, and local levels. Social workers understand the history and current structures of social policies and services, the role of policy in service delivery, and the role of practice in policy development. Social workers understand their role in policy development and implementation within their practice settings at the micro, mezzo, and macro levels and they actively engage in policy practice to effect change within those settings. Social workers recognize and understand the historical, social, cultural, economic, organizational, environmental, and global influences that affect social policy. They are also knowledgeable about policy formulation, analysis, implementation, and evaluation. Social workers:

BSSW & MSW Generalist Year Behaviors		Specialization Year Behaviors	
A	Identify social policy at the local, state, and federal level that impacts well-being, service delivery, and access to social services;	16	Develop, implement and evaluate advocacy strategies for influencing social, economic, and environmental policy;
B	Assess how social welfare and economic policies impact the delivery of and access to social services;	17	Demonstrate leadership in critiquing policy and advocating for policy change; and
C	Apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, economic, and environmental justice.	18	Effectively communicate socially and economically just policy positions.

Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities

Social workers understand that engagement 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 value the importance of human relationships. Social workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge to facilitate engagement with clients and constituencies, including individuals, families, groups, organizations, and communities. Social workers understand strategies to engage diverse clients and constituencies to advance practice effectiveness. Social workers understand how their personal experiences and affective reactions may impact their ability to effectively engage with diverse clients and constituencies. Social workers value principles of relationship-building and inter-professional collaboration to facilitate engagement with clients, constituencies, and other professionals as appropriate. Social workers:

BSSW & MSW Generalist Year Behaviors		Specialization Year Behaviors	
A	Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks to engage with clients and constituencies; and	19	Differentially appraise and select theories of human behavior and the social environment in engaging client systems throughout the planned- change process;
B	Use empathy, reflection, and interpersonal skills to effectively engage diverse clients and constituencies.	20	Develop helping relationships that are culturally responsive, change- focused, client informed, collaborative, strengths based, outcome oriented, and that are grounded in reflective social work practice; and
		21	Engage in relationship building and inter-professional collaborative practice to effectively engage diverse clients and constituencies.

Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities

Social workers understand that assessment 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 understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge in the assessment of diverse clients and constituencies, including individuals, families, groups, organizations, and communities. Social workers understand methods of assessment with diverse clients and constituencies to advance practice effectiveness. Social workers recognize the implications of the larger practice context in the assessment process and value the importance of inter-professional collaboration in this process. Social workers understand how their personal experiences and affective reactions may affect their assessment and decision-making. Social workers:

BSSW & MSW Generalist Year Behaviors		Specialization Year Behaviors	
A	Collect and organize data, and apply critical thinking to interpret information from clients and constituencies;	22	Formulate comprehensive assessments of the client system appropriate to the practice context that recognize client and constituent diversity; and
B	Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the analysis of assessment data from clients and constituencies;	23	Demonstrate the use of assessment instruments and analytic frameworks to decipher complex phenomena.
C	Develop mutually agreed-on intervention goals and objectives based on the critical assessment of strengths, needs, and challenges within clients and constituencies;		
D	Select appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of clients and constituencies.		

Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities

Social workers understand that intervention 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 are knowledgeable about evidence-informed interventions to achieve the goals of clients and constituencies, including individuals, families, groups, organizations, and communities. Social workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge to effectively intervene with clients and constituencies. Social workers understand methods of identifying, analyzing and implementing evidence-informed interventions to achieve client and constituency goals. Social workers value the importance of interprofessional teamwork and communication in interventions, recognizing that beneficial outcomes may require interdisciplinary, interprofessional, and inter-organizational collaboration. Social workers:

BSSW & MSW Generalist Year Behaviors		Specialization Year Behaviors	
A	Critically choose and implement interventions to achieve practice goals and enhance capacities of clients and constituencies;	24	Critically appraise theoretical perspectives for interventions that support optimal client outcomes;
B	Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in interventions with clients and constituencies;	25	Demonstrate the differential application of evidence-based, theoretically grounded, and culturally responsive methods of intervention; and
C	Use inter-professional collaboration as appropriate to achieve beneficial practice outcomes;	26	Differentially select and implement advanced practice skills appropriate to the inter-professional practice context.
D	Negotiate, mediate, and advocate with and on behalf of diverse clients and constituencies; and		
E	Facilitate effective transitions and endings that advance mutually agreed-on goals.		

Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities

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 recognize the importance of evaluating processes and outcomes to advance practice, policy, and service delivery effectiveness. Social workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge in evaluating outcomes. Social workers understand qualitative and quantitative methods for evaluating outcomes and practice effectiveness. Social workers:

BSSW & MSW Generalist Year Behaviors		Specialization Year Behaviors	
A	Select and use appropriate methods for evaluation of outcomes;	27	Evaluate interventions with client systems using approaches that are evidence- based, theoretically grounded, and culturally responsive; and
B	Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the evaluation of outcomes;	28	Design process and outcome evaluations to inform and improve practice.
C	Critically analyze, monitor, and evaluate intervention and program processes and outcomes; and		
D	Apply evaluation findings to improve practice effectiveness at the micro, mezzo, and macro levels.		