

Master of Social Work

Program Learning Outcomes

Program Learning Outcomes

Students who successfully complete this program shall be able to:

1. Demonstrate ethical and professional behavior.
2. Advance human rights and social, economic, and environmental justice.
3. Engage anti-racism, diversity, equity, and inclusion (A DEI) in practice.
4. Engage in practice-informed research and research-informed practice.
5. Engage in policy practice.
6. Engage with individuals, families, groups, organizations, and communities.
7. Assess individuals, families, groups, organizations, and communities.
8. Intervene with individuals, families, groups, organizations, and communities.
9. Evaluate practice with individuals, families, groups, organizations, and communities.
10. Demonstrate ethical integration of faith and spirituality in social work practice.

Program Competencies/Program Learning Outcomes

Generalist Foundation Competencies EPAS 2022

Competency 1: Demonstrate Ethical and Professional Behavior

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 antioppressive lenses to understand and critique the profession's history, mission, roles, and responsibilities and recognize historical and current contexts of oppression in shaping institutions and social work. Social workers understand the role of other professionals when engaged in interprofessional practice. Social workers recognize the importance of lifelong learning and are committed to continually updating their skills to ensure relevant and effective practice. Social workers understand digital technology and the ethical use of technology in social work practice. Social workers:

- Make ethical decisions by applying the standards of the National Association of Social Workers (NASW) (<http://www.naswdc.org/>) 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 context
- Demonstrate professional behavior; appearance; and oral, written, and electronic communication
- Use technology ethically and appropriately to facilitate practice outcomes
- Use supervision and consultation to guide professional judgment and behavior

Competency 2: Advance Human Rights and Social, Racial, Economic, and Environmental Justice

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. Social workers:

- Advocate for human rights at the individual, family, group, organizational, and community system levels
- Engage in practices that advance human rights to promote social, racial, economic, and environmental justice

Competency 3: Engage Antiracism, Diversity, Equity, and Inclusion (A DEI) in Practice

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 antiracist 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 historical roots of social and racial injustices and the forms and mechanisms of oppression and discrimination. Social workers understand cultural humility and recognize the extent to which a culture's structures and values, including social, economic, political, racial, technological, and cultural exclusions, may create privilege and power resulting in systemic oppression. Social workers:

- Demonstrate antiracist and antioppressive social work practice at the individual, family, group, organizational, community, research, and policy levels
- 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

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

Social workers use ethical, culturally informed, antiracist, and antioppressive 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 antiracist and antioppressive 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 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. Social workers:

- Apply research findings to inform and improve practice, policy, and programs
- Identify ethical, culturally informed, antiracist, and antioppressive strategies that address inherent biases for use in quantitative and qualitative research methods to advance the purposes of social work

Competency 5: Engage in Policy Practice

Social workers identify social policy at the local, state, federal, and global levels that affects well-being, 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, antioppressive, and antiracist 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 antiracist and antioppressive policy practice to effect change in those settings. Social workers:

- Use social justice, antiracist, and antioppressive lenses to assess how social welfare policies affect the delivery of and access to social services
- Apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, racial, economic, and environmental justice

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 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. Social workers:

- Apply knowledge of human behavior and person-in-environment, as well as interprofessional conceptual frameworks, to engage with clients and constituencies
- Use empathy, reflection, and interpersonal skills to engage in culturally responsive practice with 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. 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. 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
- Demonstrate respect for client self-determination during the assessment process by collaborating with clients and constituencies in developing a mutually agreed-upon plan

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. 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. Social workers:

- Engage with clients and constituencies to critically choose and implement culturally responsive, evidence-informed interventions to achieve client and constituency goals
- Incorporate culturally responsive methods to negotiate, mediate, and advocate with and on behalf of clients and constituencies

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 evaluate processes and outcomes to increase practice, policy, and service delivery effectiveness. Social workers apply antiracist and antioppressive 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. Social workers:

- Select and use culturally responsive methods for evaluation of outcomes
- Critically analyze outcomes and apply evaluation findings to improve practice effectiveness with individuals, families, groups, organizations, and communities

Competency 10: Demonstrate Ethical Integration of Faith and Spirituality in Social Work Practice

Social workers understand the role of spirituality and faith as part of a holistic approach to social work practice and in understanding human behavior and the social environment. Social workers apply ethical principles in the integration of faith in practice, mindful of their own beliefs and their impact on the helping relationship. Social workers recognize that faith communities are part of the cultural context of individuals, families, and communities, and provide protective as well as risk factors in the process of change. In this context, social workers articulate how Christian beliefs and values can be ethically integrated in professional social work practice. Social workers:

- Demonstrate an understanding of a Christian worldview related to social work practice
- Critically analyze how Christian, spiritual, or religious traditions assist or hinder the helping process
- Demonstrate understanding of ethical integration of faith and spirituality in social work practice
- Understand the contributions and capacity of faith-based organizations and churches as resources in the delivery of social services

Clinical Practice with Individuals and Families Competencies EPAS 2022

Competency 1: Demonstrate Ethical and Professional Behavior

Social workers have a deep understanding of and commitment to the value base of the profession, and can conceptualize and apply ethical standards and relevant laws and regulations to complex cases involving diverse populations and emerging technologies using rights-based, antiracist, and antioppressive lenses. Social workers demonstrate advanced critical thinking skills to examine and incorporate use of best-practice frameworks for decision making, including use of supervision. Social workers integrate the value base of the profession by reflecting on one's own biases and values while considering interconnected ethical implications of assessment, diagnosis, treatment planning, and intervention. Social workers demonstrate affective regulation in working with clients while using professional judgment and behaviors, and engage in reflective and reflexive practices. Social workers demonstrate the ability to work in interprofessional teams, engaging in activities within the role and scope of practice of diverse social work settings. Social workers are aware of the importance of lifelong learning and self-care, and demonstrate the ability to adapt to, learn about, and apply emerging forms of practice. Social workers:

- Consistently apply and advance National Association of Social Workers (NASW) (<http://www.naswdc.org/>) principles and code of ethics in ambiguous and complex practice situations applying an antiracist and antioppressive perspective
- Apply legal and ethical standards in clinical practice, including in risk assessment and telehealth

- Recognize and manage personal values, worldview, and affective reactions, and their influence on professional judgment and behavior, utilizing supervision and consultation to guide professional decision making

Competency 2: Advance Human Rights and Social, Racial, Economic, and Environmental Justice

Social workers protect and advance fundamental human rights to end all forms of racism and oppression. Social workers are knowledgeable of best practices and engage in advocacy to reduce and eradicate oppressive structural injustices within health, mental health, education, and other community systems so that all individuals, particularly those who are vulnerable and oppressed, can lead healthy and thriving lives. Social workers:

- Collaborate with and advocate for vulnerable and disempowered individuals, families, and groups so that services and resources are equitably accessed
- Critically evaluate how social, racial, economic, and environmental injustice perpetuate health and behavioral health disparities and inequitable access to care
- Use knowledge of the effects of racism, oppression, discrimination, and historical trauma on clients and client systems to guide treatment planning and intervention

Competency 3: Engage Antiracism, Diversity, Equity, and Inclusion (ADEI) in Practice

Social workers understand how racism and oppression characterize and shape the human experience as it applies to clinical practice with individuals, families, and groups. Social workers understand the diversity and intersectionality of factors that may affect clinical social work practice, including the impact of White supremacy and privilege. Social workers are able to recognize and address barriers to accessing services by engaging in antiracist and inclusive clinical practice, and by identifying structures and values that oppress and/or enhance privilege or power. Social workers are able to demonstrate advanced insight into personal biases and values and their influence on work with diverse clients, extending consistent dignity and respect to others. Social workers understand how cultural concepts of distress shape assessment, diagnosis, and treatment. Social workers:

- Identify and engage in antiracist and antioppressive practice to reduce and eliminate systemic forms of oppression
- Demonstrate cultural humility, and an understanding of how cultural concepts of distress and identity, as well as intersectionality, shape assessment, diagnosis, and treatment

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

Social workers apply ethical, culturally informed, antiracist, and antioppressive approaches in the evaluation and implementation of evidence-informed practice. They know how to consume and critically evaluate diverse research methods, approaches, and sources from within social work and other disciplines, using an antiracist/antioppressive lens recognizing inherent bias within research. Social workers innovate new and effective intervention models while identifying gaps in the research literature, particularly around disenfranchised, oppressed, and marginalized populations. Social workers use best practices in research to design, analyze, and conduct their own research using diverse research methods. Social workers:

- Critically evaluate research literature and apply findings to inform, improve, and innovate practice and service delivery, using an antiracist/antioppressive lens
- Utilize research methods to evaluate practice outcomes
- Articulate research findings to advance practice, social justice, and service delivery

Competency 5: Engage in Policy Practice

Social workers understand the dynamic and political nature of clinical practice and apply interventions within an antiracist diversity, equity, and inclusion framework. Using a trauma-informed approach, social workers understand how a client's experience is directly impacted by local, state, and/or federal policies, identifying structural barriers that impact client well-being. Social workers actively engage in policy practice through advocacy and by implementing strategies that help to effect change at micro, mezzo, and macro levels of practice. Social workers:

- Identify how organizational and governmental policies impact the clinical practice environment and the client's ability to access services
- Work alongside and on behalf of clients to influence service delivery through advocacy and legislative change, acknowledging structural racism where and when it occurs
- Use evidence-informed practice to advocate for advancement of clinical practices that are inclusive, and acknowledge past trauma perpetuated by systemic and historical racism, working to eliminate such bias in practice

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

Social workers understand engagement as an integral component of clinical social work practice. Social workers understand the importance of relationship as instrumental in the facilitation of the helping process. Social workers are self-reflective in their practice and understand their power

and privilege as it impacts the engagement process. Social workers utilize interpersonal skills, knowledge of human behavior, and multiple theoretical frameworks to facilitate engagement with individuals, families, groups, organizations, and communities. Social workers:

- Demonstrate ability to attend to the interpersonal dynamics and contextual factors that strengthen and potentially threaten the therapeutic alliance
- Engage in a reflexive process that identifies power and privilege as impacting the establishment of treatment goals and expected outcomes
- Develop, manage, and maintain therapeutic relationships with clients within the person-in-environment and strengths perspective

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

Social workers competently engage in detailed client assessment, recognizing that assessment is an ongoing dynamic process that can occur via telehealth or in person. Social workers are self-reflective in their practice and understand their power and privilege as it impacts the assessment process. Social workers engage in differential diagnosis, utilizing the DSM in a critical and responsible manner. Social workers utilize the various aspects of a comprehensive assessment to accurately assess their clients, including crisis situations, using a trauma-informed lens. Social workers understand methods of assessment with diverse clients and constituencies to advance practice effectiveness. Social workers are knowledgeable about interprofessional collaboration, utilization of collateral contacts, and appropriate referral to supplemental services for their clients as needed. Social workers recognize how agency setting (in person or telehealth), clinical bias, and cultural differences affect assessment and diagnosis. Social workers:

- Perform detailed client assessment and utilize critical thinking to arrive at accurate diagnoses and treatment plans with an antioppressive and antiracist lens
- Select appropriate intervention strategies and treatment modalities based on accurate cultural formulation and assessment of their client's presenting problems
- Critically apply diagnostic classification systems in a process of continuous assessment with a trauma-informed lens
- Demonstrate ability to identify and assess crises, and the appropriate use of crisis intervention and prevention strategies as needed

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

Social workers demonstrate advanced skills in assessment and diagnosis in order to determine appropriate application of human behavior and practice theories that inform intervention within diverse client contexts. Social workers link interventions to problems, applying best-practice interventions in person or through telehealth delivery throughout the dynamic and interactive process of social work practice with diverse client populations. Social workers apply critical thinking, apply trauma-based theories, and demonstrate ability to respond to, assess, and intervene with crises and trauma at the individual, family, and community levels. Social workers engage in interprofessional and collaborative teams and within systems impacting mental health in order to advocate for, inform, and achieve client or community goals. Social workers:

- Critically select and apply best practices, evidence-based interventions, and appropriate clinical techniques for a range of presenting concerns identified in the assessment of individuals and families in diverse situations
- Demonstrate understanding of theories informing assessment of and interventions with families in diverse situations
- Demonstrate ability to intervene in crises, and the appropriate use of crisis intervention and prevention strategies as needed with use of best practices for in-person or telehealth delivery
- Collaborate effectively with other professionals to coordinate treatment interventions and appropriate advocacy

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

Social workers competently engage in an ongoing evaluation process of the dynamic and interactive process of social work practice, recognizing the diversity that exists in serving individuals, families, groups, organizations, and communities. Understanding the integral relationship between processes and outcomes, social workers apply multidimensional methods of evaluation to advance practice, policy, and service delivery effectiveness, using qualitative and quantitative outcome measures. In doing so, social workers incorporate a thorough understanding of human behavior and the social environment in evaluating the effectiveness of applied interventions. Social workers:

- Engage in ongoing multidimensional evaluation of the process and/or outcomes to develop best-practice interventions for a range of bio-psycho-social-spiritual conditions
- Utilize outcomes data to critically evaluate effectiveness of applied interventions through an antioppressive and antiracist lens

Competency 10: Demonstrate Ethical Integration of Faith and Spirituality in Social Work Practice

Social workers deeply understand the role of spirituality and faith as part of a holistic approach to social work practice, particularly in understanding human behavior and the social environment. Social workers competently engage in assessing and diagnosing multifaceted needs by applying a bio-psycho-social-spiritual framework. Guided by ethics and cultural humility, social workers respect differences and professional boundaries while

incorporating spirituality and faith in their clinical work with individuals, families, groups, and communities. They critically evaluate the role that Christian beliefs and values play in the helping process. Social workers:

- Use critical thinking skills to apply Christian beliefs and values, as appropriate, to client needs, in an ethical manner
- Apply bio-psycho-social-spiritual assessment skills to practice contexts
- Integrate clients' religious, spiritual, and faith traditions, and/or faith communities, as indicated, to enhance recovery

Community Leadership and Program Administration Competencies EPAS 2022

Competency 1: Demonstrate Ethical and Professional Behavior

Social workers have a deep understanding and commitment to the value base of the profession, particularly the commitment to advance social justice. Social workers understand the person-in-environment perspective, and possess advanced understanding of how to apply ethical standards and relevant laws and regulations to micro, mezzo, and macro practice situations. Social workers apply critical thinking and ethical frameworks to complex decision making in community practice, including the research and policy arenas. Social workers demonstrate advanced awareness of personal biases and influences and maintain professional judgment when practicing with diverse organizations and communities. Macro social workers understand the roles and responsibilities of managers in social welfare organizations, community organizers in neighborhoods, and policy advocates at local, state, and national levels. Social workers also understand emerging forms of technology, including social media, data information systems, and analytics software, and take great ethical consideration in the application of such technology. Social workers:

- Demonstrate advanced insight in personal reflection and self-regulation to manage personal values and maintain professionalism in practice situations
- Demonstrate ability to effectively communicate orally and in writing when assuming a leadership role and when collaborating with other professionals
- Use supervision and consultation to guide professional judgment and behavior
- Apply ethical decision-making skills to address complex and ambiguous practice situations
- Utilize technology ethically and appropriately when conducting research, tracking quality of service delivery, and facilitating program outcomes

Competency 2: Advance Human Rights and Social, Racial, Economic, and Environmental Justice

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 demonstrate advanced awareness of the need for evaluating systems and structures while advocating for an equitable distribution of power and privilege that promotes social, racial, economic, and environmental justice. Social workers:

- Integrate human rights principles to understand the distribution of power and privilege in society in order to promote social, racial, economic, and environmental justice
- Apply theoretical, political, and/or economic frameworks to analyze the role of systems and structures in civil, political, economic, social, and cultural human rights
- Engage in research-informed strategies to eliminate oppressive structural barriers and promote social resources, rights, and responsibilities equitably

Competency 3: Engage in Antiracism, Diversity, Equity, and Inclusion (ADEI) in Practice

Social workers understand how racism and oppression characterize and shape the human experience as it applies to practice at the organizational, community, and policy levels. Social workers are committed to the promotion of antiracist practices in the organizational, community, and policy arenas, recognizing the roles that oppression, privilege, and discrimination have in determining equitable access and allocation of societal resources. Social workers are knowledgeable about challenging and rectifying organizational and structural forms of oppression. Social workers:

- Apply cultural humility in work with groups, organizations, and/or communities, reflecting an advanced understanding of how personal experiences contribute to bias, power, privilege, and values
- Ensure that programs and policies recognize the dimensions of diversity and intersectionality that have shaped the experiences of oppressed, underserved, and underrepresented populations
- Collaborate with and advocate for vulnerable and disempowered communities to dismantle oppressive systems

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

Social workers recognize how ethical, culturally informed, antiracist, and antioppressive approaches in conducting research and building knowledge guide their associated research methodologies, help to inform how evidence is developed, and help to inform data-driven programmatic and policy development and implementation. Social workers understand the conceptual and operational links between program and policy design and its impact on the clients and constituencies they are designed to serve. Social workers:

- Use and translate research evidence to inform and improve practice, policy, and service delivery
- Create scientifically rigorous inquiries to create, plan, and evaluate programs and policies
- Articulate the tensions between practice wisdom and research evidence when making practice decisions

Competency 5: Engage in Policy Practice

Social workers identify how historical, political, social, economic, and/or cultural factors shape policy environments and then subsequently use this knowledge to advance human rights and social justice. Social workers critically analyze varied dimensions of power and their impacts on all levels of the policy-making process, including research, analysis, advocacy, implementation, and evaluation. Social workers mobilize communities that have been impacted by inequality and oppression by engaging in community organizing, coalition building, and advocacy. Social workers participate in electoral politics at the local, state, and national levels to achieve policy goals reflecting social work values. Social workers:

- Analyze how policies at local, state, and national levels impact individuals and communities to advance social, racial, and economic justice
- Implement social policies through an antiracist and antioppressive lens in groups, organizations, and/or communities to design high-quality and efficient social delivery systems and programs
- Influence the policy process by mobilizing communities through organizing and advocacy to ensure equitable access to resources

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

Social workers understand that engagement is a critical component of social work practice and specialize in connecting with groups, organizations, and communities utilizing theoretical practice models for engaging in the change process. Social workers reflect on how issues of bias, power, and privilege impact relationships, organizations, and relevant systems. Social workers are committed to engagement with diverse clients and constituencies to enhance assessment and improve effectiveness of interventions. Social workers:

- Use principles of interprofessional collaboration to engage constituents in the change process
- Pursue reciprocal relationships to develop desired outcomes and expectations
- Collaborate effectively with constituents to facilitate sustainable change

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

Social workers understand assessment is contextual and is an ongoing component of effective social work practice among groups, organizations, and communities. Social workers collaboratively collect information through identified stakeholders within relevant systems. Social workers are committed to culturally responsive assessment among diverse clients and constituencies to enhance the effectiveness of interventions. Social workers apply relevant theoretical and evidence-informed practice models in assessment of groups, organizations, and communities. Social workers:

- Research, collect, analyze, and interpret system policy, and community and organizational data, to inform assessment and intervention strategies
- Select and modify appropriate intervention strategies based on evidence and continuous assessment
- Mutually develop agreed-upon goals and measurable objectives
- Initiate strategies and/or actions to achieve goals and objectives within the context of the organization, community, and/or policy arenas

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 within groups, organizations, and communities. Social workers are knowledgeable of and apply culturally responsive, evidence-informed interventions grounded in participatory methods. Social workers understand the importance of acknowledging systems and power structures to best promote change and recognize the value of place-based initiative. Social workers:

- Develop intervention goals and design and implement plans of action in collaboration with individuals, groups, organizations, and communities
- Plan for the use of models, methods, and strategies that are appropriate to the local, regional, national, and international contexts

- Identify power structures and use consensus building to enhance service implementation

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

Social workers understand that evaluation is an ongoing component of ensuring effective practice with groups, organizations, and communities. Social workers recognize stakeholders in the development of equitable evaluation methods and ensure that a broad range of qualitative and quantitative measures are utilized. Social workers understand data collection, analysis, interpretation, and application related to program and policy evaluation. Social workers are committed to the dissemination of outcomes of intervention strategies to enhance evidence-informed practice. Social workers:

- Establish and/or ensure that measurable evaluation criteria and methods are being utilized within change efforts
- Collect, analyze, and interpret system, policy, community, and/or organizational data relevant to intervention evaluation
- Utilize evaluation data, in collaboration with constituents, to select and modify appropriate intervention strategies for enhanced client delivery systems

Competency 10: Articulate How Christian Beliefs and Values Can be Ethically Integrated in Professional Social Work Practice

Social workers understand how Christian beliefs and values can be ethically integrated into professional social work practice. Social workers are knowledgeable about the capacity of faith-based organizations and churches as resources in the delivery of social services. Social workers understand the ethical integration of personal faith and core values as social workers. Social workers recognize the contributions of the global Christian community in promoting social justice. Social workers:

- Critically evaluate the strengths and challenges of faith-based organizations and churches in the delivery of client services
- Demonstrate understanding of the ethical integration of personal faith and core values when working with organizations and communities and in policy arenas
- Identify ways in which social justice is enhanced and supported by the global Christian community