

**Program Competencies for the
Advanced Curriculum**

Values & Ethics

1. Judiciously apply the value base of the social work profession and its ethical standards in all professional interactions.
2. Recognize, analyze, and resolve ethical dilemmas that arise in one's practice setting.
3. Demonstrate cognitive flexibility, adaptability, creativity, and problem solving while adhering to social work values and ethics.

Populations At-Risk and Social Justice

1. Develop a plan of advocacy and social change that focuses locally, nationally and globally on one population-at-risk (e.g., Latinos, First Nations members, transgender folks, poor women, etc.) and can be used to promote social and economic justice, combat discrimination and oppression, and increase access to resources.
2. Appropriately implement methods of advocacy and social change strategies with and on behalf of client systems.

Diversity

1. Assess barriers to culturally relevant service delivery for client systems, advocate for culturally relevant services and programs for clients, and facilitate the adoption of these service delivery systems.
2. Assess and work sensitively with practice, ethical, and research dilemmas that may arise when working with diverse client systems.
3. Assess the limitations and strengths of theories of human development, practice models, interventions, and research methods and instruments when working with diverse client systems and appropriately adapt and apply the most relevant, effective, and culturally affirming ones.
4. Identify and assess the interaction of cultural systems among the multiple identities of the social worker, client system(s), setting, and immediate community, and practice competently within and across these various systems and cultures.

Critical Thinking/Evidenced-Based Practice

1. Apply the steps of critical evidence-based practice to pose complex practice and professional questions.
2. Demonstrate application of evidence-based practice skills in evaluating their own practices and the state of knowledge.
3. Demonstrate appropriate application of critical thinking skills in evaluating and criticizing the policies and practices of the agencies, communities, governments and other institutions in which they practice and participate.
4. Articulate and implement a plan for using the steps of evidence-based practice for life-long learning.

**Content area Competencies of
Advanced Coursework**

HBSE

1. Apply knowledge and research on neurophysiology, psychopathology, and selected evidence-based theories of human behavior and development to the populations, problems, and interventions.
2. Apply a cultural, ecological, transactional (risk and resilience), and developmental perspective of adaptive and maladaptive human development and behavior across the lifespan to assessment, selection, and implementation of evidence-based practice methods.

Research

1. Develop and carry out a quantitative or qualitative research proposal or a proposal to evaluate a social service program that includes a critique of the literature, and specification of an answerable question/hypothesis, appropriate and culturally sensitive methods, sample selection, and data analysis techniques.
2. Evaluate their own effectiveness in carrying out the steps in evidence-based practice.
3. Articulate a plan for a life-long evidence-based approach to social work practice.

Practice

1. Creatively work with unique, ambiguous, value-conflicted, or otherwise complex situations and resolve problems that are resistant to traditional solutions.

2. Use traditional and developing methods of discovering, retrieving, and managing up-to-date scientific findings and emerging knowledge.
3. Evaluate practice theories and models, and design and implement evidence-based practice.

Policy

1. Formulate, influence, and advocate for social policy and service delivery systems that promote the wellbeing of client systems.
2. Design, manage, and evaluate culturally responsive social service programs that assure integrated service systems for client systems.
3. Adapt and apply international models of social and economic interventions employed in the developing world to the benefit of the client system or constituency.
4. Empower client systems through strategies such as networking, participatory research, community organizing, information linking techniques, participatory and peer education, collaboration, and decision-making methods and by the judicious use of the role of the social worker.

Field

1. Use an advanced knowledge base (synthesized from a cultural, ecological, transactional, and developmental framework) to develop comprehensive and highly differentiated assessments, incorporate effects of discrimination and oppression, multiple identities of clients, and a nuanced understanding of social, economic, and political contexts.
2. Select from among evidence-based methods to intervene in a differentiated and culturally affirming manner with client systems and articulate the evidence for the appropriateness and efficacy of the chosen method.
3. Analyze agency, local, state, federal, and international policies that impact clients and articulate strategies for policy development and change.
4. Demonstrate effective use of leadership, team building and management skills, as well as theories of organizational change to promote program development and change.
5. Use multiple methods to evaluate their own practice with client systems.
6. Identify unmet client system needs, gaps in services, and instances of discrimination and oppression, and advocate at the agency, local, state, federal, and international levels.
7. Assess their professional knowledge and skills in the field setting, identify deficits, gaps, and areas for growth, and develop a plan for ongoing self-assessment and change.