

what it means to be engaged professional social workers; and we demonstrate our commitment to ensure that Stockton College graduates are prepared to be citizens in a democratic, multicultural society.

Competencies and Practice Behaviors

Generalist Practice Competencies and Behaviors

Competency 1: Demonstrate Ethical and Professional Behavior

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

Social workers understand that every person regardless of position in society has fundamental rights such as freedom, safety, privacy, an adequate standard of living, health care, and education (values/ 'B9). 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 (knowledge/cognitive and affective processes/ 'B9). Social workers understand strategies designed to eliminate oppressive structural barriers to ensure that social goods, rights, and responsibilities are distributed equitably and that political, environmental, economic, social, and cultural human rights are protected (skills/ 'B10). Social workers:

- C3, 'B9: apply their understanding of social, economic and environmental justice to advocate for human rights at the individual and system levels; and
- C3, 'B10: engage in practices that advance social, economic, and environmental justice.

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

Social workers understand quantitative and qualitative research methods and their respective roles advancing a science of social work and in evaluating their practice (knowledge/ 'B12). Workers know the principles of logic, scientific inquiry, and culturally informed and ethical approaches to building knowledge (values/ 'B11). Social workers understand that evidence that informs practice derives from multidisciplinary sources and multiple ways of knowing (cognitive and affective processes/ 'B12). They also understand the processes for translating research findings into effective practice (skill/ 'B13). Social workers:

- C4, 'B11: use practice experience and theory to inform scientific inquiry and research;
- C4, 'B12: apply critical thinking to engage in analysis of quantitative and qualitative research methods and research findings; and
- C4, 'B13: use and translate research evidence to inform and improve practice, policy, and service delivery.

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 local, state, and federal levels (values/ 'B14). 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 (knowledge/ 'B15). 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 (cognitive and affective processes/skills/ 'B16). Social workers:

- C5, 'B14: Identify social policy at the local, state, and federal level that impacts well-being, service delivery, and access to social services;
- C5, 'B15: assess how social policy affects practice and service delivery.

- C8, 'B24: apply knowledge of human behavior and the social environment, personality, and other multidisciplinary theoretical frameworks in interventions with clients and constituencies;
- C8, 'B25: use inter-professional collaboration as appropriate to achieve beneficial practice outcomes;
- C8, 'B26: negotiate, mediate, and advocate with and on behalf of diverse clients and constituencies; and
- C8, 'B27: 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 (knowledge/ 'B28). Social workers recognize the importance of evaluating processes and outcomes to advance practice, policy, and service delivery effectiveness (skills/values/ 'B30). Social workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge in evaluating outcomes (cognitive and affective processes/ 'B29). Social workers understand qualitative and quantitative methods for evaluating outcomes and practice effectiveness (knowledge/ 'B31).

- C9, 'B28: select and use appropriate methods for evaluation of outcomes;
- C9, 'B29: apply knowledge

M2.1.3 The program describes how its area(s) of specialized practice extend and enhance the Social Work Competencies (and any additional competencies developed by the program) to prepare students for practice in the area(s) of specialization.

Competency 1: Demonstrate the

- C3, B8: Advocate for and work towards change in social policies, organizations and service delivery systems when they fail adequately to protect human rights and advance social, economic and environmental justice for diverse individuals, families, and communities

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

Social workers understand the roles that quantitative and qualitative research can play in evaluating practice specifically with diverse client groups (knowledge/B9). Social workers understand that multiple knowledge sources and should be used to help build research to inform practice with diverse clients. Social workers use critical thinking to ensure that these multiple knowledge sources are applied to the process of conducting research about diverse client groups (cognitive and affective processes/ ^P9). Social workers recognize the importance of using evidence based and evidence informed practices among diverse clients, and in some cases a lack of evidence exists justifying the use of practices among diverse populations (values/B10). Social workers use research skills to identify and evaluate practices utilized among diverse client groups (skills/ ^B10). Social workers:

- C4, B9: Use practice experiences to formulate research questions relevant to diverse marginalized populations, and apply research skills to these questions.
- C4, B10: Identify and evaluate current advances in evidence-based practice with diverse populations.

Competency 5: Engage in Policy Practice

Social workers understand the impact that local, state and federal policy has on the well-being, human rights, and available services for diverse clients (knowledge/ ^B11). Social workers utilize policy analysis frameworks and principles of evidence-based policy to evaluate the impact that social policies have on diverse clients and agencies (cognitive and affective processes/B11). Social workers understand the impact that policy has on social practice, and that the shortcomings of social welfare policies can create barriers to ethical practice with diverse clients (values/B13). Social workers also understand that social welfare policies need to be scan

- C6, B15: Adopt a stance of “not knowing” with client systems in order to collaboratively discover culturally appropriate approaches to engagement of ageme1Scw (pTc -0.0f8 e).066 Tw (o)Ts2 d

- C9, B23: Using critical thinking, apply research methodologies and human behavior in the social environment to evaluate practice interventions with diverse client systems
- C9, B24: Apply research findings to improve practice effectiveness with diverse client systems