9 Core Competencies in Social Work Education

1. **DEMONSTRATE ETHICAL AND PROFESSIONAL BEHAVIOR:**
   - Actively seek feedback and supervision, and engage in personal reflection and self-correction
   - Practice with cultural humility that demonstrates recognition of and ability to utilize the principles included in the NASW Code of Ethics, evidence-based knowledge, and relevant legal and policy-related information.
   - Represent agency/organization in a professional manner in multiple contexts

2. **ENGAGE DIVERSITY AND DIFFERENCE IN PRACTICE:**
   - Recognize and manage personal and system-level biases as they affect the client-worker relationship within an advanced integrative practice
   - Critically appraise evidence-based knowledge of local wisdom of diverse cultures and contexts to advanced integrative practice
   - Demonstrate and display professional ease in the role of the learner

3. **ADVANCE HUMAN RIGHTS AND SOCIAL, ECONOMIC, AND ENVIRONMENTAL JUSTICE:**
   - Apply knowledge, skills and ethics to promote social, economic and environmental justice
   - Advocate for human rights across the micro-macro continuum
   - Participate in improving services, resources and opportunities for client systems

4. **ENGAGE IN PRACTICE-INFORMED RESEARCH AND RESEARCH-INFORMED PRACTICE:**
   - Develop a literature review to intervene at the appropriate level (micro, mezzo, or macro)
   - Integrate practice and research knowledge for effective decision making

5. **ENGAGE IN POLICY PRACTICE:**
   - Engage in effective policy action with colleagues and clients when possible
   - Analyze an organization's policies, procedures, and resources to ensure best client service delivery
   - Critically appraise recruitment, admissions and hiring, and retention efforts that provide diverse representation in workforce and leadership
6. **ENGAGE WITH INDIVIDUALS, FAMILIES, GROUPS, ORGANIZATIONS, AND COMMUNITIES:**

   - Identify and implement trauma-informed and culturally appropriate strategies for engagement with clients and stakeholders
   - Build mutual trust and honor client confidentiality throughout the engagement process with clients and stakeholders
   - Demonstrate the ability to monitor through time the quality of engagement and to differentially offer skills to maintain engagement for optimal client and stakeholder involvement

7. **ASSESS INDIVIDUALS, FAMILIES, GROUPS, ORGANIZATIONS, COMMUNITIES:**

   - Conduct multidimensional assessments that incorporate strengths, assets, and trauma-informed perspective focused on understanding the client or stakeholders' environment and needs
   - Develop, select and adapt assessment methods and tools that respond to dynamic needs of clients and stakeholders
   - Integrate practice wisdom and evidence-informed practices in defining target populations and choosing appropriate interventions

8. **INTERVENE WITH INDIVIDUALS, FAMILIES, GROUPS, ORGANIZATIONS, AND COMMUNITIES:**

   - Demonstrate the use of appropriate crisis intervention strategies
   - Engage in collaborative practice to coordinate client and stakeholder interventions
   - Deliver trauma-informed prevention and intervention practices that develop client and stakeholder capacity
   - Apply the most relevant, evidence-informed knowledge, while also appreciating and/or including indigenous and/or rural perspectives in the design, development, and deployment of interventions
   - Engage in ethically responsive transitions and/or terminations

9. **EVALUATE PRACTICE WITH INDIVIDUALS, FAMILIES, GROUPS, ORGANIZATIONS, AND COMMUNITIES:**

   - Use the scientific method as a guide when designing culturally responsive methods for evaluation of processes and outcomes
   - Continuously seek, critically consume, and apply evaluation-based evidence from scholarly literature to inform and evaluate practice
   - Apply ethical principles when an evaluation is conducted to ensure the protection and dignity of individuals, families, groups, organizations, and communities
   - Provide leadership in effecting sustainable changes in service delivery using evaluation
   - Collaborate with clients and stakeholders on the evaluation of interventions and/or assessment of practice outcomes