

CONCENTRATION
Individualized Field Education Plan (IFEP)
Competencies and Practice Behaviors

COMPETENCY ONE—DEMONSTRATE ETHICAL AND PROFESSIONAL BEHAVIOR

PRACTICE BEHAVIOR ONE: APPROPRIATE USE OF SELF

Effectively use critical reflection to cultivate self-awareness, and manage personal values and biases to practice ethically. *(E1; E2; E3)*

PRACTICE BEHAVIOR TWO: USE OF SUPERVISION

Actively participate in the use of supervision and consultation to cultivate self-awareness, manage personal values and biases to practice ethically. *(E1; E2; E3)*

PRACTICE BEHAVIOR THREE: ETHICAL PRACTICE

Negotiate complex ethical dilemmas and boundaries within diverse environments. *(E1; E2; E3)*

PRACTICE BEHAVIOR FOUR: COMMUNICATION

Effectively use appropriate communication and documentation methods within their field of practice. *(E1; E2; E3)*

PRACTICE BEHAVIOR FIVE: PROFESSIONAL BEHAVIOR

Demonstrate professional behavior and an understanding of role identification and power dynamics within the agency. *(E1; E2; E3)*

COMPETENCY TWO—ENGAGING DIVERSITY AND DIFFERENCE IN PRACTICE

PRACTICE BEHAVIOR ONE: SEEK INFORMATION

Actively seek information about culturally responsive practice with clients, communities, organizations, and constituents in complex environments. *(E1; E2; E3)*

PRACTICE BEHAVIOR TWO: APPLICATION OF CULTURAL RESPONSIVENESS

Demonstrate cultural humility and responsiveness to the dynamics of power and privilege across difference in all areas of social work (NASW, 2015). *(E1; E2; E3)*

PRACTICE BEHAVIOR THREE: ACCOUNTABILITY FOR CROSS CULTURAL COMMUNICATION

Demonstrate ability to accept responsibility for and resolve impact of communication across difference. *(E2; E3)*

COMPETENCY THREE—ADVANCE HUMAN RIGHTS AND SOCIAL, ECONOMIC, AND ENVIRONMENTAL JUSTICE

PRACTICE BEHAVIOR ONE: PROMOTE HUMAN RIGHTS THROUGH PRACTICE

Engage in practice that promotes the advancement of well-being and social, economic, and/or environmental justice. (E1; E2; E3)

PRACTICE BEHAVIOR TWO: ADVOCACY FOR HUMAN RIGHTS

Advocate for well-being and social, economic, and/or environmental justice. (E1; E2; E3)

COMPETENCY FOUR—ENGAGE IN PRACTICE-INFORMED RESEARCH AND RESEARCH-INFORMED PRACTICE

PRACTICE BEHAVIOR ONE: RESEARCH TO INFORM PRACTICE

Identify evidence-based practices to effectively implement culturally informed interventions. (E2; E3)

PRACTICE BEHAVIOR TWO: PRACTICE TO INFORM RESEARCH

Use evidence from culturally informed practice to identify needs and to evaluate services and policies with clients and client systems. (E3)

COMPETENCY FIVE —ENGAGE IN POLICY PRACTICE

PRACTICE BEHAVIOR ONE: ANALYZE AND UNDERSTAND POLICY

Analyze and seek understanding of the historical and current impacts of policy on clients and communities, to advocate for social and economic justice in social work practice. (E2; E3)

PRACTICE BEHAVIOR TWO: ADVOCATE FOR POLICY

Communicate with key stakeholders, colleagues, and policy makers to promote policies that achieve social, economic, environmental justice, and well-being. (E3)

COMPETENCY SIX—ENGAGE WITH INDIVIDUALS, FAMILIES, GROUPS, ORGANIZATIONS, AND COMMUNITIES

PRACTICE BEHAVIOR ONE: INTERPERSONAL SKILLS TO ENGAGE WITH CLIENTS

Demonstrate culturally responsive interpersonal skills to engage effectively with individuals, families, groups, organizations, and/or communities. (E1; E2; E3)

PRACTICE BEHAVIOR TWO: SELECTION OF STRATEGIES TO ENGAGE

Select culturally responsive strategies and approaches to facilitate engagement with and enhance outcomes for individuals, families, groups, organizations, and/or communities. (E1; E2; E3)

COMPETENCY SEVEN—ASSESS INDIVIDUALS, FAMILIES, GROUPS, ORGANIZATIONS, AND COMMUNITIES

PRACTICE BEHAVIOR ONE: APPLY THEORY IN ASSESSMENT

Apply theories of human behavior and the social environment to assess client systems and constituencies. (E1; E2; E3)

PRACTICE BEHAVIOR TWO: GATHER AND ANALYZE DATA

Collect, organize, document, and analyze relevant assessment information for one's field of practice. (E1; E2; E3)

PRACTICE BEHAVIOR THREE: APPROACH TO ASSESSMENT

Employ a strengths-based and social justice perspective in assessment. (E1; E2; E3)

PRACTICE BEHAVIOR FOUR: BALANCED ASSESSMENT

Navigate the tensions and intersections of attending to both client problems and strengths. (E1; E2; E3)

COMPETENCY EIGHT—INTERVENE WITH INDIVIDUALS, FAMILIES, GROUPS, ORGANIZATIONS, AND COMMUNITIES

PRACTICE BEHAVIOR ONE: SELECT AND APPLY INTERVENTIONS

Choose and apply interventions that reflect evidence based practice and mutually agreed upon goals with individuals, families, constituencies, organizations, or communities. (E2; E3)

PRACTICE BEHAVIOR TWO: INTERDISCIPLINARY WORK

Promote inter-disciplinary collaboration in the development and application of culturally responsive interventions that address client and constituent needs and goals. (E2; E3)

PRACTICE BEHAVIOR THREE: TERMINATION

Demonstrate responsibility for termination with client systems and related oral and written communication, in accordance with agency guidelines and social work values and ethics. (E3)

COMPETENCY NINE—EVALUATE PRACTICE WITH INDIVIDUALS, FAMILIES, GROUPS, ORGANIZATIONS, AND COMMUNITIES

PRACTICE BEHAVIOR ONE: SELF-EVALUATION OF PRACTICE

Demonstrate an understanding of and commitment to evaluating one's own practice on an ongoing basis. (E3)

PRACTICE BEHAVIOR TWO: PROGRAM EVALUATION AND EFFECTIVENESS

Select and use appropriate and effective evaluation approach(es) within their fields of practice in improving practice, policy, or service delivery effectiveness. (E3)