<table>
<thead>
<tr>
<th>COMPETENCY: Practice Behavior</th>
<th>SWK 5836 and SWK 5846 Practice Tasks</th>
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<tbody>
<tr>
<td>PROFESSIONAL BEHAVIOR:</td>
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<tr>
<td>Exhibit personal responsibility for professional behavior and for effective use of supervision in administration, community, and advocacy settings.</td>
<td>1. Be open to learning.</td>
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<td>2. Communicate responsibly and sensitively and with respect toward colleagues, field instructors, administrators, staff, and clients.</td>
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<td>3. Demonstrate willingness and an ability to listen to others.</td>
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<td>4. Work effectively with others, regardless of level of authority.</td>
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<td>5. Show appearance and demeanor that are appropriate to the roles and settings encountered during the educational experiences.</td>
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<td>6. Be punctual and consistent in keeping appointments with clients, colleagues, staff, and community contacts.</td>
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<td>7. Be punctual and consistent with meeting deadlines and with documentation.</td>
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<td>8. Advocate for him/herself in a constructive manner and first use established channels for conflict resolution.</td>
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<td>9. Demonstrate personal responsibility and accountability for one’s own time and actions in relation to his or her work.</td>
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<td>10. Show a willingness to acknowledge constructive feedback or supervision.</td>
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<td>11. Use feedback or supervision to enhance professional development.</td>
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<td>12. Take responsibility for enhancing the probability of one’s academic success, professional development and self-care.</td>
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<td>13. Refrain from unprofessional use of computers and other electronic devices during practicum.</td>
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<td>PROFESSIONAL IDENTITY:</td>
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<tr>
<td>Identify as a professional social worker and leader in administration and community settings.</td>
<td>1. Integrate advocacy for social justice into administration and community practice.</td>
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<td>2. Understand the meaning of working as a social worker in a “host” environment.</td>
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<td>3. Serve as a representative of the social work profession during professional activities and events.</td>
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<td>4. Develop a personal plan for career long learning in social work.</td>
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<td>5. Practice personal reflection and self-correction to assure continual development.</td>
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<td>PROFESSIONAL CONTEXT:</td>
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<td>Recognize and respond to the evolving organizational, community, and societal contexts of social work practice. Demonstrate leadership in proactively shaping the organizational, community, governmental, and societal contexts of social work practice.</td>
<td>1. Identify changes needed to improve the quality of services.</td>
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<td>2. Develop strategies to implement the changes.</td>
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<td>3. Develop and sustain collaborations in an effort to improve the delivery of social services.</td>
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<td>4. Demonstrate an awareness of how changing locales, populations, scientific and technological developments, organizational structures, and emerging societal trends impact practice.</td>
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<td>5. Demonstrate an ability to be informed, resourceful, and productive in responding to these changes.</td>
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### DIVERSITY:

- Recognize and communicate the extent to which the dominant culture’s structures and values may oppress, marginalize, alienate, or create or enhance privilege and power in the context of leadership, administration, community development, and advocacy.
- Develop culturally competent skills for establishing and sustaining collaborations and advocacy efforts.

1. Demonstrate an understanding of the ways in which systems are impacted by privilege and power.

2. Apply this understanding of development of interventions that reduce marginalization.

3. Gain sufficient self-awareness to eliminate the influence of personal biases in working with diverse groups.

4. Recognize and combat isms, community stereotypes, and myths.

5. Develop knowledge about service availability and usage across different communities.

6. Utilize skill in working with diverse populations to create and sustain collaboration in responding to gaps in service.

7. Advocate for recruitment, admissions and hiring, and retention efforts that ensure diverse representation in workforce and leadership.

8. Communicate information about diverse groups to other professionals.

9. Advocate for and participate in education and training programs that advance cultural competency.

### HUMAN RIGHTS AND SOCIAL AND ECONOMIC JUSTICE:

- Apply knowledge of oppression and engage in practices that advance social, economic, and political justice in working with diverse populations and organizations.

1. Demonstrate understanding of the forms and mechanisms of oppression in administration and community practice.

2. Assess agency and community practice for barriers to equal opportunity, access, and treatment.

3. Develop and apply knowledge of empowerment strategies to administration and community development.

4. Develop and apply advocacy skills to advance justice for diverse populations.

5. Provide leadership for the advancement of basic human rights.

### ENGAGE IN RESEARCH-INFUSED PRACTICE AND PRACTICE-INFUSED RESEARCH:

- Use research findings to leadership, administration, community development, and advocacy efforts.

1. Identify research findings relevant to administration, advocacy, and community development efforts.

2. Use research findings to select effective system interventions.

3. Evaluate effectiveness of the selected clinical and/or community interventions.

4. Identify research questions that arise from practice experience.

5. Explore opportunities for collaborative research addressing these questions.

6. Evaluate effectiveness of one’s own practice skills and make revisions as necessary.

### SOCIAL POLICY:

- Analyze the implications of policy on human service organizations, community, governments, and society.

1. Demonstrate an ability to articulate the parameters of a specific agency policy on your role as an administrator or advocate.

2. Demonstrate an ability to articulate the impact of that policy on agency or community structures.

3. Analyze how that specific agency policy is derived from a broader social policy.

4. Identify changes needed to make policy more responsive to client needs.

5. Develop strategies to implement policy changes.

6. Develop and sustain collaborations for effective policy action.

7. Meet with one of your elected officials to discuss an issue.
## VALUES AND ETHICS:
Apply social work values and ethical standards to the practice of leadership, administration, community development, and advocacy.

1. Manage personal values in a way that allows professional values to guide practice.
2. Articulate with field instructor how to remain effectively engaged in agency based practice when perceiving dissonance between professional values and agency policies and procedures.
3. Recognize an ethical dilemma when it occurs in practice.
4. Use an ethical decision making model to solve ethical dilemmas.
5. Tolerate ambiguity in resolving ethical conflicts.

## ENGAGE, ASSESS, INTERVENE, AND EVALUATE WITH ORGANIZATIONS AND COMMUNITIES:
Demonstrate skills in planning, goal formulation, program development, community organizing &/or mobilizing, implementation, monitoring, and evaluation.

1. Demonstrate skills in effectively collecting, organizing, and interpreting data in preparation for action with organizations and communities.
2. Demonstrate the use of interpersonal skills (including community organizing and/or mobilizing) to develop and sustain collaborations of multiple consistency groups working toward system change.
3. Demonstrate successful completion of the beginning, middle, and termination phases of social work intervention.
4. Synthesize and apply a range of evidenced-based practice interventions that enhance agency and community capacity.
5. Demonstrate skills in critically analyzing, monitoring, and evaluating social work intervention outcomes and effectiveness.
6. Provide leadership in developing and advocating for policies and services that reflect evidences-based interventions across diverse client populations.
7. Document consistently and accurately efforts and outcomes specific to the agency setting and agency requirements.
8. Understand how agency or program budget is developed and how to read the budget.

## CRITICAL THINKING:
Apply critical thinking skills, logic, scientific inquiry and reasoned discernment to professional judgment in leadership, administration, community development, and advocacy.

1. Identify multiple responses to system problems.
2. Evaluate the consequences of identified responses to system problems.
3. Use well-reasoned conclusions and solutions, testing them against relevant criteria and standards.
4. Distinguish, appraise, and integrate multiple sources of knowledge for effective decision making.
5. Demonstrate effective oral and written communication in determining solutions to complex problems.

## HBSE/THEORY:
Demonstrate the ability to critique the effectiveness of theoretical approaches to leadership, administration, community development, and advocacy. Utilize multiple theories of leadership, administration, community development, and advocacy in the practice of social work.

1. Articulate multiple theoretical frameworks used in administration and community development.
2. Evaluate the degree to which each framework is supported by research literature and outcome studies.
3. Determine which theories provide best practice for specific situations.
4. Articulate personal strengths and limitations in utilizing various leadership models.