

Concord University Social Work Program Core Competencies and Operationalized Practice Behaviors are as follows:

Competency 1: Demonstrate Ethical and Professional Behavior

- Make ethical decisions by applying the standard of the NASW Code of Ethics, relevant laws and regulations, models for ethical decision-making, ethical conduct of research, and additional codes of ethics as appropriate to context
- Use reflection and self-regulation to manage personal values and maintain professionalism in practice situations
- Demonstrate professional demeanor in behavior; appearance; and oral, written, and electronic communication
- Use technology ethically and appropriately to facilitate practice outcomes
- Use supervision and consultation to guide professional judgement and behavior

AP 1: Demonstrate and preserve professional roles and boundaries in rural settings.

AP 2: Understand the perspectives and values of social work in relation to working effectively with the other disciplines in rural practice.

AP 3: Apply ethical decision making skills in rural settings with special focus on dual relationships and access to services.

AP 4: Apply ethical decision making skills to address the use of technology in rural settings.

Competency 2: Engage Diversity and Difference in Practice

- Apply and communicate understanding of the importance of diversity and difference in shaping life experiences in practice at the micro, mezzo, and macro levels
- Present themselves as learners and engage clients and constituencies as experts of their own experiences
- Apply self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse clients and constituencies.

AP 5: Recognize and understand the experience of isolation of minority groups in rural settings.

AP 6: Engage in self-reflection about and address personal biases and values as they related to rural populations and settings.

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

- Apply their understanding of social, economic, and environmental justice to advocate for human rights at the individual and system levels
- Engage in practices that advanced social, economic, and environmental justice

AP 7: Understand, analyze, and implement strategies to address forms of rural oppression.

AP 8: Advocate for human rights, and social, environmental and economic justice in rural settings (such as poverty, health care, education, and the rights of local populations including minorities).

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

- Use practice experience and theory to inform scientific inquiry and research

- Apply critical thinking to engage in analysis of quantitative and qualitative research methods and research findings
- Use and translate research evidence to inform and improve practice, policy, and service delivery

AP 9: Identify, evaluate, and select rural practice strategies.

AP 10: Promote and participate in the use of research to improve the effectiveness of rural practice.

Competency 5: Engage in Policy Practice

- Identify social policy at the local, state, and federal level that impacts well-being, service delivery, and access to social services
- Assess how social welfare and economic policies impact the delivery and access to social services
- Apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, economic, and environmental justice

AP 11: Analyze, formulate, and advocate for policies that enhance social well-being, service delivery, and access in rural settings.

AP 12: Communicate and collaborate with stakeholders and professionals the implications of policy and policy changes in rural practice.

AP 13: Apply knowledge of strengths and issues of rural settings and populations to social work policy practice.

Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities

- Apply knowledge of human behavior and social environment, person-in-environment, and other multidisciplinary theoretical frameworks to engage with clients and constituencies
- Use empathy, reflection, and interpersonal skills to effectively engage diverse clients and constituencies

AP 14: Apply theories of human behavior and the social environment to rural practice.

AP 15: Explain the stigma, risk, and benefits to clients of seeking or not seeking services in a rural setting.

AP 16: Establish a culturally responsive therapeutic relationship that addresses unique issues associated with rural practice.

AP 17: Coordinate formal and informal networks to promote sustained client well-being in rural communities.

AP 18: Apply knowledge of practice within the rural context for the development of service systems.

Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities

- Collect and organize data, and apply critical thinking to interpret information from clients and constituencies
- Apply knowledge of human behavior and the social environment, person-in-environments, and other multidisciplinary theoretical frameworks in the analysis of assessment data from clients and constituencies
- Develop mutually agreed-on intervention goals and objective based on the critical assessment of strengths, needs, and challenges within clients and constituencies
- Select appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of clients and constituencies

AP 19: Use multidimensional, bio-psychosocial, spiritual, and community assessment tools in a rural practice environment.

AP 20: Use empathy, cultural responsiveness, geographical awareness and other interpersonal skills to complete assessment.

Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities

- Critically choose and implement interventions to achieve practice goals and enhance capacities of clients and constituencies
- Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in interventions with clients and constituencies
- Use inter-professional collaboration as appropriate to achieve beneficial practice outcomes
- Negotiate, mediate, and advocate with and on behalf of diverse clients and constituencies
- Facilitate effective transitions and endings that advance mutually agreed-on goals

AP 21: Understand and utilize the uniqueness of rural environments and its resultant effect of rural behavior.

AP 22: Critically evaluate, select, and apply best practices and evidence based interventions in rural settings.

AP 23: Develop and implement collaborative multidisciplinary strategies for rural practice.

Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities

- Select and use appropriate methods for evaluation of outcomes;
- Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the evaluation of outcomes
- Critically analyze, monitor, and evaluate intervention and program processes and outcomes
- Apply evaluation findings to improve practice effectiveness at the micro, mezzo, and macro levels

AP 24: Evaluate the process and outcomes of rural practice to contribute to the development of best practice interventions for rural practice.

AP 25: Contribute to the knowledge base of the social work profession through rural practice based research.