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|  | **Baylor University – Diana R. Garland School of Social Work**  **Specialized Competencies (2023)**  **Clinical Practice** |
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| **S1** | **Demonstrate Ethical and Professional Behavior** |
| SCL1 | Practitioners in clinical social work recognize the importance of the therapeutic relationship, the person‐in-environment and the strengths perspectives, the professional use of self with clients, and adherence to ethical guidelines of professional behavior. Practitioners in clinical social work recognize their role on inter-professional teams in practice and the ethical use of technology tools for clinical social work practice. Practitioners in clinical social work understand and apply ethical standards, modeling ethical use of treatment modalities in clinical practice. |
| SCL1.9 | Make ethical decisions in complex clinical cases based on applicable law, regulations and standards |
| SCL1.10 | Demonstrate leadership and professional behavior in all communication and work effectively with multi/interdisciplinary teams. |
| **S2** | **Advance Human Rights and Social, Economic, and Environmental Justice** |
| SCL2 | Practitioners in clinical social work are knowledgeable about and proactive in advocacy that addresses disproportionality and barriers to human flourishing. Clinically-oriented social workers engage in practices that advance human wellness, justice, and client empowerment. |
| SCL2.4 | Identify and mitigate disproportionality, oppression and social injustice in client experiences |
| SCL2.5 | Advocate for clinical practices and policies that advance social, economic, and environmental justice. |
| **S3** | **Engage Anti-racism, Diversity, Equity and Inclusion in Practice** |
| SCL3 | Practitioners in clinical social work seek knowledge about many forms of diversity and difference and how these influence the therapeutic relationship and clients’ presenting concerns. The various dimensions of diversity impact (a) wellness, (b) help‐seeking behaviors, (c) healing practices and (d) access to care. Practitioners in clinical social work are cultural beings and understand how clinical practice choices can be culture‐bound. |
| SCL3.4 | Revere the client as the expert of their own cultural identities as they understand them |
| SCL3.5 | Work effectively with populations through self-awareness and appreciation of one’s own intersectionality |
| **S4** | **Engage In Practice-informed Research and Research-informed Practice** |
| SCL4 | The practice of clinical social work is intertwined with research. Social workers are constant consumers of research that guides their assessment, intervention, and evaluation practices used to best serve a wide array of clients and needs. Research is seen as one, among many skills available to the clinician. To serve clients most effectively, the clinical social worker contributes to the ever-evolving body of research that guides practice. |
| SCL4.5 | Apply research and evidence-informed practice to client system presentation |
| **S5** | **Engage in Policy Practice** |
| SCL5 | Practitioners in clinical social work recognize and understand how organizational, local, state or federal policies impact the clients they serve. This includes a historical understanding of relevant policy development and knowledge of how resources are allocated for their particular clients. Clinically-oriented social workers engage in policy practice to remove barriers and/or expand resources for clients. |
| SCL5.5 | Identify and evaluate client access to care and the impact of policies and governing systems on clients |
| SCL5.6 | Communicate findings and implications to stakeholders in order to advocate for change that enhances client and community wellbeing |
| **S6** | **Engage with Individuals, Families, Groups, Organizations, and Communities** |
| SCL6 | Practitioners in clinical social work engage clients with complex goals by including and centering the client’s perspective. Social workers utilize reflection and self-awareness throughout the helping process. |
| SCL6.6 | Partner with clients to build rapport, and to establish treatment goals, interventions, and outcomes |
| SCL6.7 | Apply knowledge of individual, family and group behavior to engage clients with complex needs |
| **S7** | **Assess Individuals, Families, Groups, Organizations, and Communities** |
| SCL7 | Social workers understand that assessment is a critical component of the dynamic and interactive process of social work practice with individuals, families, and groups. Practitioners of clinical social work understand theories of counseling and therapy, and critically evaluate and apply this knowledge in the assessment of clients, including individuals, families, and groups. Social workers understand and apply advanced methods of assessment in partnership with clients toward their goals. |
| SCL7.6 | Demonstrate effective bio-psycho-social-spiritual assessment connected to care/service plans in cases across the lifespan |
| SCL7.7 | Accurately provide differential diagnostic clinical impressions of mental health in clients |
| SCL7.8 | Identify and articulate clients’ strengths and vulnerabilities |
| **S8** | **Intervene with Individuals, Families, Groups, Organizations, and Communities** |
| SCL8 | Practitioners of clinical social work understand that intervention is an ongoing component of the dynamic and interactive process of social work practice with individuals, families, and groups. Clinically-oriented social workers utilize evidence-informed and promising interventions to achieve the goals of clients, including individuals, families, and groups. |
| SCL8.6 | Systematically evaluate effectiveness of practice, including RAIs as appropriate, and adjust practice interventions as needed |
| SCL8.7 | Articulate and apply evidence-informed and promising intervention to activate interpersonal and familial change |
| SCL8.8 | Use consultation and supervision toward effective practice |
| **S9** | **Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities** |
| SCL9 | Practitioners of clinical social work understand the importance of measuring, monitoring and modifying goals and interventions. Evaluation of practice includes the qualitative measures and subjective assessment of outcomes of the client. Evaluation also includes the use of reliable and valid quantitative assessment instruments specific to the client’s symptoms and/or treatment goals. Evaluation is not used to measure client change alone, but is also used to improve clinical social worker skill and engagement. |
| SCL9.4 | Utilize, score and interpret appropriate multidimensional evaluation tools |
| SLC9.5 | Apply evaluation outcomes to practice change |
| ***S10*** | ***Engage in ethical and anti-oppressive social work practice and research that considers the role and influence of religion, spirituality, and philosophical perspectives. \**** |
| SCL10 | Practitioners of clinical social work understand that the spiritual or religious beliefs and lives of clients can be a source of strength and resilience and can be a source of pain and challenge, and utilize this information in assessment and treatment planning. |
| SCL10.10 | Incorporate religion, spirituality and philosophical perspectives in advanced/clinical practice in alignment with client experience and goals |

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Competencies 1-9 are adopted from:

Council on Social Work Education. (2022). *Educational Policy and Accreditation Standards*.

Alexandria, VA.: CSWE.

*\*Competency 10 as well as behaviors for all 10 competencies have been added by the Diana R. Garland School of Social Work.*