

## Advanced Competencies

**Table: Competencies 1 -9**  
**Advanced Concentration Knowledge, Values, and Skills and Practice Behaviors Grid**

Core Competency	MSLC (K, V, S)	MSLC Practice Behaviors
<p>Competency 1:</p> <p>Identify as a professional social worker and conduct oneself accordingly</p>	<ol style="list-style-type: none"> <li>1. Overall competency that, along with continuous self-reflection, monitoring and evaluation, and consultation and supervision from others, results in professional and autonomous practice from a MSLC perspective.</li> <li>2. Professional demeanor in behavior, appearance, and communication consistent with the advanced practice context at multiple system levels, with persons across the life course, with multiple constituencies, and with colleagues across disciplines.</li> <li>3. A life-long learning approach to advanced practice from a MSLC perspective.</li> </ol>	<ol style="list-style-type: none"> <li>1. Demonstrate the achievement of overall competency, including the capacity for continuous self-reflection, monitoring and evaluation, and consultation and supervision from others, resulting in professional and autonomous practice from a MSLC perspective.</li> <li>2. Demonstrate professional demeanor in behavior, appearance, and communication consistent with the advanced practice context at multiple system levels, with persons across the life course, with multiple constituencies, and with colleagues across disciplines.</li> <li>3. Demonstrate the incorporation of and skills for a life-long learning approach to advanced practice from a MSLC perspective.</li> </ol>
<p>Competency 2.</p> <p>Apply social work ethical principles to guide professional practice.</p>	<ol style="list-style-type: none"> <li>1. Integrate the values and principles of ethical social work practice at an advanced level of practice, including the ability to independently resolve ethical dilemmas consistent with the Codes of Ethics.</li> </ol>	<ol style="list-style-type: none"> <li>1. Demonstrate understanding and integration of the values and principles of ethical social work practice consistent at an advanced level of practice, including the ability to independently resolve ethical dilemmas</li> </ol>

	<ol style="list-style-type: none"> <li>2. Advocate for and influence change in a manner that is consistent with a MSLC perspective and social work values and ethics.</li> <li>3. Recognize and manage personal values in a way that allows professional values to guide practice consistent with the MSLC perspective.</li> </ol>	<p>consistent with the relevant Codes of Ethics.</p> <ol style="list-style-type: none"> <li>2. Demonstrate the capacity to advocate for and influence change in a manner that is consistent with a MSLC perspective and social work values and ethics.</li> <li>3. Be able to recognize and manage personal values in a way that allows professional values to guide practice consistent with the MSLC perspective</li> </ol>
<p>Competency 3.</p> <p>Apply critical thinking to inform and communicate professional judgments</p>	<ol style="list-style-type: none"> <li>1. Creatively analyze, raise critical questions about, and evaluate (e.g. diversity related or fit with social work values) existing research, literature, intervention/ models, policies, and theories and in formulating new research, literature, interventions/models, policies, and theories.</li> <li>2. Distinguish, appraise, and integrate multiple sources of knowledge necessary to effectively present and justify arguments or positions, both orally and in written form, using evidenced-based research and/or logical, rational models of thinking based on practice experience (wisdom) that are consistent with a MSLC perspective.</li> <li>3. Present and justify arguments or positions, both orally and in written form, using evidenced-based research and/or logical,</li> </ol>	<ol style="list-style-type: none"> <li>1. Demonstrate the ability to creatively analyze, raise critical questions about, and evaluate (e.g. diversity related or fit with social work values) existing research, literature, intervention/ models, policies, and theories and in formulating new research, literature, interventions/models, policies, and theories</li> <li>2. Demonstrate the ability to distinguish, appraise, and integrate multiple sources of knowledge necessary to effectively present and justify arguments or positions, both orally and in written form, using evidenced-based research and/or logical, rational models of thinking based on practice experience (wisdom) that are consistent with a MSLC perspective.</li> <li>3. Present and justify arguments or positions, both orally and in written form, using evidenced-based research and/or logical, rational models of thinking based on practice</li> </ol>

	<p>rational models of thinking based on practice experience (wisdom) that are consistent with a MSLC perspective.</p> <p>4. Use a MSLC perspective to analyze models of assessment, prevention, intervention, and evaluation.</p>	<p>experience (wisdom) that are consistent with a MSLC perspective</p> <p>4. Demonstrate the ability to critically analyze models of assessment, prevention, intervention, and evaluation using an MSLC Perspective.</p>
<p>Competency 4:</p> <p>Engage diversity and difference in practice.</p>	<ol style="list-style-type: none"> <li>1. Knowledgeable about and be able to think in terms of diverse developing systems or organisms, institutions, systems of beliefs, cultural patterns, identity formation, social structures, and political structures of society and how these are all interrelated factors in individual and collective identity formation.</li> <li>2. Use a MSLC perspective and intersectionality theory, to demonstrate understanding of the complex interrelationships of multiple diversities including age, class, color, culture, disability, ethnicity, gender, gender identity and expression, immigration status, geographic location, political ideology, race, religion, sex, and sexual orientation.</li> <li>3. Use the dimensions of traditional and alternative paradigms, to demonstrate that difference can have a variety of significant influences on how and whether persons experience oppression, poverty,</li> </ol>	<ol style="list-style-type: none"> <li>1. Demonstrate knowledge about and the ability to think in terms of diverse developing systems or organisms, institutions, systems of beliefs, cultural patterns, identity formation, social structures, and political structures of society and how these are all interrelated factors in individual and collective identity formation.</li> <li>2. Demonstrate the ability to use a MSLC perspective and intersectionality theory, to communicate understanding of the complex interrelationships of multiple diversities including age, class, color, culture, disability, ethnicity, gender, gender identity and expression, immigration status, geographic location, political ideology, race, religion, sex, and sexual orientation</li> <li>3. Demonstrate the ability to use the dimensions of traditional and alternative paradigms, to demonstrate that difference can have a variety of significant influences on how and whether persons experience oppression, poverty, marginalization, and</li> </ol>

	<p>marginalization, and alienation as well as privilege, power, and acclaim.</p> <ol style="list-style-type: none"> <li>4. Use a MSLC perspective to recognize and communicate understanding of the importance of difference in shaping the life course.</li> <li>5. View themselves (students/social workers) as learners and engage those systems with whom they work as informants, consistent with a MSLC perspective.</li> </ol>	<p>alienation as well as privilege, power, and acclaim.</p> <ol style="list-style-type: none"> <li>4. Demonstrate the ability to use a MSLC perspective to recognize and communicate understanding of the importance of difference in shaping the life course.</li> <li>5. The ability to assume the role of learner and engage those diverse systems with whom they work as informants (teachers), consistent with a MSLC perspective</li> </ol>
<p>Competency 5.  Advance human rights and social and economic justice.</p>	<ol style="list-style-type: none"> <li>1. Using a MSLC perspective, along with related and relevant theories of justice and social change, understand, synthesize and address issues that impede the exercise of basic human rights, such as freedom, safety, privacy, an adequate standard of living, health care, and education across all system levels and throughout the life course.</li> <li>2. Recognize, understand, synthesize, and articulate the complex global interconnections of oppression and, based on theories of justice, use social change and leadership skills from a MSLC perspective to promote social justice and human rights.</li> <li>3. Advanced knowledge grounded in historical and emerging strategies and tactics for interventions across system</li> </ol>	<ol style="list-style-type: none"> <li>1. Demonstrate the ability to use a MSLC perspective, along with related and relevant theories of justice and social change, to understand, synthesize and address issues that impede the exercise of basic human rights, such as freedom, safety, privacy, an adequate standard of living, health care, and education across all system levels and throughout the life course.</li> <li>2. Demonstrate the ability to recognize, understand, synthesize, and articulate the complex global interconnections of oppression and, based on theories of justice, use social change and leadership skills from a MSLC perspective to promote social justice and human rights.</li> <li>3. Demonstrate the acquisition of advanced knowledge grounded in historical and</li> </ol>

	<p>levels (organizational, local, state, national, and international) and display an integrated and advanced approach to the delivery of direct services/practice, social justice services/practices and policy services/practices to ensure that these basic human rights are distributed equitably and without prejudice.</p>	<p>emerging strategies and tactics for interventions across system levels (organizational, local, state, national, and international) and display an integrated and advanced approach to the delivery of direct services/practice, social justice services/practices and policy services/practices to ensure that basic human rights are distributed equitably and without prejudice.</p>
<p>Competency 6: Engage in research-informed practice and practice-informed research.</p>	<ol style="list-style-type: none"> <li>1. Grammatically strong writing skills, skills in use of technology, and evidence-based research skills in all phases of their (students’) work and practice from a MSLC perspective.</li> <li>2. Understand the impact of research on individual and intersecting diversities including, age, class, color, culture, disability, ethnicity, gender, gender identity and expression, immigration status, political ideology, race, religion, sex, and sexual orientation, including an understanding of the effect of human diversity on research techniques, and the role of research in achieving or impeding social and economic justice.</li> <li>3. Present and justify arguments or positions using quantitative or qualitative research or knowledge and/or logical, rational</li> </ol>	<ol style="list-style-type: none"> <li>1. Demonstrate grammatically strong writing skills, skills in the use of technology, and evidence-based research skills in all phases of professional practice from a MSLC perspective.</li> <li>2. Demonstrate understanding of the impact of research on individual and intersecting diversities including, age, class, color, culture, disability, ethnicity, gender, gender identity and expression, immigration status, political ideology, race, religion, sex, and sexual orientation, including an understanding of the effect of human diversity on research techniques, and the role of research in achieving or impeding social and economic justice.</li> <li>3. Demonstrate the ability to present and justify arguments or positions using quantitative or qualitative research or</li> </ol>

	<p>models of thinking that are consistent with a MSLC perspective and with social work ethics.</p> <p>4. Knowledge and skills of advanced social work practice including advanced skill is engagement, assessment, intervention, and evaluation (particularly program &amp; practice evaluation) and in the development of appropriate client system relationships across multi-systems and throughout the life course</p>	<p>knowledge and/or logical, rational models of thinking based on knowledge from practice experience (wisdom) that are consistent with a MSLC perspective and with social work ethics.</p> <p>4. Demonstrate knowledge and skills of advanced social work practice in prevention, engagement, assessment, intervention, and evaluation (particularly program &amp; practice evaluation) and ability to develop relationships and engage the appropriate client system across multi-systems and throughout the life course.</p>
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<p>Competency 7: Apply knowledge of human behavior and the social environment.</p>	<ol style="list-style-type: none"> <li>1. Advanced knowledge of traditional and alternative theories about the behavior, development, and functioning of the range of social systems (individuals, families, groups, institutions, organizations, communities, and cultures) across the life course.</li> <li>2. Use the dimensions of traditional and alternative paradigms, to demonstrate that difference can have a variety of significant influences on how and whether persons experience oppression, poverty, marginalization, and alienation as well as privilege, power, and acclaim.</li> <li>3. Knowledge of the ideas and concepts related</li> </ol>	<ol style="list-style-type: none"> <li>1. The ability to use a critical approach to demonstrate advanced knowledge of traditional and alternative theories from a variety of disciplines about the behavior, development, and functioning of the range of social systems (individuals, families, groups, institutions, organizations, communities, and cultures) across the life course</li> <li>2. Demonstrate the ability to use the dimensions of traditional and alternative paradigms, to demonstrate that difference can have a variety of significant influences on how and whether persons experience oppression, poverty, marginalization, and alienation as well as</li> </ol>
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	<p>to the notions of social justice, advocacy, social change, social support, social networks, and social capital consistent with a MSLC perspective.</p> <p>4. Advanced skills in assessment and development of appropriate client system relationships from a MSLC perspective.</p>	<p>privilege, power, and acclaim</p> <p>3. Demonstrate knowledge of the ideas and concepts related to the notions of social justice, advocacy, leadership, social change, social support, social networks, and social capital consistent with a MSLC perspective.</p> <p>4. Demonstrate advanced skills in assessment and development of appropriate client system relationships from a MSLC perspective</p>
<p>Competency 8:</p> <p>Engage in policy practice to advance social and economic well-being and to deliver effective social work services.</p>	<p>1. Advanced skills in social work policy practice including research, analysis, formulation, influence, and advocacy for policies consistent with social work values.</p> <p>2. Advanced knowledge, based in a MSLC perspective, of policy practice grounded in historical and emerging strategies and tactics for poverty reduction including assets development across system levels (organizational, local, state, national, and international) with attention to financial, organizational, administrative, technological, and planning processes required to deliver services across the life course.</p> <p>3. Advanced skills in social work practice including the ability to link theory, policy-practice, and research/evaluation, and to employ leadership skills to demonstrate and promote such a linkage</p>	<p>1. Demonstrate advanced skills in social work policy practice including research, analysis, formulation, influence, and advocacy for policies consistent with social work values.</p> <p>2. Demonstrate advanced knowledge, based in a MSLC perspective, of policy practice grounded in historical and emerging strategies and tactics for poverty reduction including assets development across system levels (organizational, local, state, national, and international) with attention to financial, organizational, administrative, technological, and planning processes required to deliver services across the life course</p> <p>3. Demonstrate advanced skills in social work practice including the ability to link theory, policy-practice, and research/evaluation, and to employ leadership skills to demonstrate and promote such a linkage</p>

<p>Competency 9:</p> <p>Respond to contexts that shape practice.</p>	<ol style="list-style-type: none"> <li>1. Advanced knowledge of empirically based traditional and alternative theories about behavior, development, and functioning with regard to developing organisms in various contexts and across system levels (micro, mezzo and macro).</li> <li>2. Distinguish, appraise, and integrate multiple sources of knowledge, evidence based and practice wisdom, to understand and respond to a wide range of rapidly changing contexts using a MSLC perspective.</li> <li>3. Consistent with a MSLC perspective, understand and appreciate how the historical context influences and brings about change in values, ideas, customs, institutions, political and economic systems, and the social work profession.</li> </ol>	<ol style="list-style-type: none"> <li>1. Display advanced knowledge of empirically based traditional and alternative theories about behavior, development, and functioning with regard to developing organisms in various contexts and across system levels (micro, mezzo and macro).</li> <li>2. Demonstrate the ability to distinguish, appraise, and integrate multiple sources of knowledge, evidence based and practice wisdom, to understand, respond to, and provide leadership for a wide range of rapidly changing contexts using a MSLC perspective</li> <li>3. Demonstrate the ability, consistent with a MSLC perspective, to understand and appreciate how the historical context influences and brings about change in values, ideas, customs, institutions, political and economic systems, and the social work profession.</li> </ol>
<p>Competency 10:</p> <p>Engage, assess, intervene, and evaluate with individuals, families, groups, organizations, and communities</p>	<p style="text-align: center;"><b>Note: Competency 10 is addressed in a separate grid.</b></p>	



**Table: Competency 10**  
**Advanced Concentration Knowledge, Values, and Skills and Practice Behaviors**

Core Competency	MSLC (K, V, S)	MSLC Practice Behaviors
Competency 10:  Engage, assess, intervene, and evaluate with individuals, families, groups, organizations, and communities	<ol style="list-style-type: none"> <li>1. Knowledge and skills of advanced social work practice including advanced skill is <b><u>engagement, assessment, intervention, and evaluation</u></b> and in the development of appropriate client system relationships across multi-systems and throughout the life course.</li> <li>2. Knowledge of the ways in which technology can aid in advanced social work practice and skills in using technology in advanced social work practice.</li> </ol> <p><u>Engagement</u></p> <ol style="list-style-type: none"> <li>1. Advocate for and influence change in a manner that is consistent with a MSLC perspective and social work values and ethics.</li> <li>2. Use a MSLC perspective to recognize and communicate understanding of the importance of difference in shaping the life course.</li> <li>3. View themselves (students/social workers) as learners and engage those systems with whom they work as informants, consistent with a</li> </ol>	<ol style="list-style-type: none"> <li>1. Demonstrate knowledge and skills of advanced social work practice including advanced skill is <b><u>engagement, assessment, intervention, and evaluation</u></b> and in the development of appropriate client system relationships across multi-systems and throughout the life course.</li> <li>2. Demonstrate knowledge of the ways in which technology can aid in advanced social work practice and skills in using technology in advanced social work practice.</li> </ol> <p><u>Engagement</u></p> <ol style="list-style-type: none"> <li>1. Demonstrate the capacity to advocate for and influence change in a manner that is consistent with a MSLC perspective and social work values and ethics.</li> <li>2. Demonstrate the ability to use a MSLC perspective to recognize and communicate understanding of the importance of difference in shaping the life course.</li> </ol>

	<p>MSLC perspective.</p> <p><u>Assessment</u></p> <ol style="list-style-type: none"> <li>Using a MSLC perspective, along with related and relevant theories of justice and social change, understand, synthesize and address issues that impede the exercise of basic human rights, such as freedom, safety, privacy, an adequate standard of living, health care, and education across all system levels and throughout the life course.</li> <li>Advanced knowledge grounded in historical and emerging strategies and tactics for interventions across system levels (organizational, local, state, national, and international) and skills for an integrated and advanced approach to the delivery of direct services/practice, social justice services/practices and policy services/practices to ensure that these basic human rights are distributed equitably and without prejudice.</li> <li>Distinguish, appraise, and integrate multiple sources of knowledge, evidence based and practice wisdom, to understand and respond to a wide range of rapidly changing contexts using a MSLC perspective.</li> </ol> <p><u>Intervention</u></p> <ol style="list-style-type: none"> <li>Overall competency that, along with</li> </ol>	<ol style="list-style-type: none"> <li>Demonstrate the ability to assume the role of learner and engage those diverse systems with whom they work as informants (teachers), consistent with a MSLC perspective.</li> </ol> <p><u>Assessment</u></p> <ol style="list-style-type: none"> <li>Demonstrate the ability to use a MSLC perspective, along with related and relevant theories of justice and social change, to understand, synthesize and address issues that impede the exercise of basic human rights, such as freedom, safety, privacy, an adequate standard of living, health care, and education across all system levels and throughout the life course.</li> <li>Demonstrate the acquisition of advanced knowledge grounded in historical and emerging strategies and tactics for interventions across system levels (organizational, local, state, national, and international) and display an integrated and advanced approach to the delivery of direct services/practice, social justice services/practices and policy services/practices to ensure that basic human rights are distributed equitably and without prejudice.</li> <li>Demonstrate the ability to distinguish, appraise, and integrate multiple sources of</li> </ol>
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	<p>continuous self-reflection, monitoring and evaluation, and consultation and supervision from others, results in professional and autonomous practice from a MSLC perspective.</p> <ol style="list-style-type: none"> <li>2. Advanced practice skills, knowledge, and values consistent with the mission, goals, and objectives of social work and the MSW program by demonstrating the ability to transfer knowledge at an advanced level and from a MSLC perspective between the classroom and the field education experiences and to perform effectively in field.</li> <li>3. Identify which therapeutic strategies are appropriate for a given situation and employ the advanced therapy strategies and skills.</li> <li>4. Advanced skills that are suitable to delivering MSLC-based efforts to 1) promote change and social justice; 2) work with and advocate on behalf of developing organisms; and 3) incorporate principles of social justice, empowerment, across systems.</li> <li>5. Advanced skills in social work practice including the ability to link theory, policy-practice, and research/evaluation, and to employ leadership skills to demonstrate and promote such a linkage.</li> <li>6. Advanced skills in social work policy-practice including research, analysis, formulation, influence, and advocacy for policies consistent with social work values.</li> <li>7. Advanced social change and leadership skills</li> </ol>	<p>knowledge, evidence based and practice wisdom, to understand, respond to, and provide leadership for a wide range of rapidly changing contexts using a MSLC perspective.</p> <p><u>Intervention</u></p> <ol style="list-style-type: none"> <li>1. Demonstrate the achievement of overall competency, including the capacity for continuous self-reflection, monitoring and evaluation, and consultation and supervision from others, resulting in professional and autonomous practice from a MSLC.</li> <li>2. Demonstrate advanced practice skills, knowledge, and values consistent with the mission, goals, and objectives of social work and the MSW program and the ability to transfer knowledge at an advanced level and from a MSLC perspective between the classroom and the field education experiences and to perform effectively in field.</li> <li>3. Demonstrate the ability to identify which therapeutic strategies are appropriate for a given situation and to employ the advanced therapy strategies and skills.</li> <li>4. Demonstrate advanced skills that are suitable to delivering MSLC-based efforts to 1) promote change and social justice; 2) work with and advocate on behalf of</li> </ol>
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	<p>at all levels (direct practice, education, research, policy- practice, administration) of their work.</p> <p>8. Advanced level skills in collaboration, team development, and leadership, delivery of technology assisted presentations, advocacy, resource development, planning and evaluation, training and education.</p> <p><u>Evaluation</u></p> <ol style="list-style-type: none"> <li>1. Use a MSLC perspective to analyze models of assessment, prevention, intervention, and evaluation.</li> <li>2. Creatively analyze, raise critical questions about, and evaluate (e.g. diversity related or fit with social work values) existing research, literature, intervention/ models, policies, and theories and in formulating new research, literature, interventions/models, policies, and theories.</li> <li>3. Understand the impact of research on individual and intersecting diversities including, age, class, color, culture, disability, ethnicity, gender, gender identity and expression, immigration status, political ideology, race, religion, sex, and sexual orientation, including an understanding of the effect of human diversity on research techniques, and the role of research in achieving or impeding social and economic</li> </ol>	<p>developing organisms; and 3) incorporate principles of social justice, empowerment, across systems.</p> <ol style="list-style-type: none"> <li>5. Demonstrate advanced skills in social work practice including the ability to link theory, policy-practice, and research/evaluation, and to employ leadership skills to demonstrate and promote such a linkage.</li> <li>6. Demonstrate advanced skills in social work policy- practice including research, analysis, formulation, influence, and advocacy for policies consistent with social work values.</li> <li>7. Demonstrate advanced social change and leadership skills at all levels (direct practice, education, research, policy- practice, administration) of their work.</li> <li>8. Demonstrate advanced level skills in collaboration, team development, and leadership, delivery of technology assisted presentations, advocacy, resource development, planning and evaluation, training and education.</li> </ol> <p><u>Evaluation</u></p> <ol style="list-style-type: none"> <li>1. Demonstrate the use of a MSLC perspective to analyze models of assessment, prevention, intervention and evaluation.</li> <li>2. Demonstrate the ability to creatively analyze, raise critical questions about and evaluate (e.g. diversity related or fit with social work</li> </ol>
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	<p>justice.</p> <ol style="list-style-type: none"><li>4. Advanced knowledge and skills in using quantitative and qualitative approaches to evaluate practices and programs from a MSLC perspective.</li></ol>	<p>values) existing research, literature, intervention/ models, policies, and theories and in formulating new research, literature, interventions/models, policies, and theories.</p> <ol style="list-style-type: none"><li>3. Demonstrate an understanding of the impact of research on individual and intersecting diversities including, age, class, color, culture, disability, ethnicity, gender, gender identity and expression, immigration status, political ideology, race, religion, sex, and sexual orientation, including an understanding of the effect of human diversity on research techniques, and the role of research in achieving or impeding social and economic justice.</li><li>4. Demonstrate advanced knowledge and skills in using quantitative and qualitative approaches to evaluate practices and programs from a MSLC perspective.</li></ol>
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