

**STOCKTON COLLEGE MSW PROGRAM MISSION, GOALS,
COMPETENCIES, AND PRACTICE BEHAVIORS**

Mission

The mission of Stockton's MSW Program is to educate social workers who are prepared for specialized practice with diverse individuals, families, and communities. The Program aims to produce graduates who understand the human condition and the commonalities that all people everywhere share, while respecting and honoring differences in personal and communal history, social class, race, color, ethnicity, culture, language, immigration status, gender, sex, sexual orientation, marital status, age, political ideology, religion, and disability status. The curriculum focuses on developing practitioners who are able creatively to develop an in-depth understanding of diverse worldviews; empower diverse people to expand their capacities, resources, and opportunities; and advocate for policies and services that address social conditions that limit the quality of life for all people.

The Program establishes and builds upon a strong foundation of generalist social work practice values, knowledge, and skills. Students are expected to understand and be able to apply an ecosystems perspective, the strengths perspective, and empowerment practice theory. They develop a thorough acquaintance with the negative effects of oppression, discrimination, marginalization, and other social forces that block people's ability to meet their basic human needs. They develop familiarity with multiple theories, perspectives, and approaches that strengthen their ability to work effectively with diverse populations. They are expected to critically examine these theories, perspectives, and approaches as they become acquainted with research literature and as they develop experience in agency practice.

Continuing the central focus of the undergraduate program, the MSW Program aims to produce graduates who have a lifetime commitment to upholding human rights, respecting human diversity, and working towards social justice in their professional and personal lives.

Goals

GOAL 1. To prepare graduates for specialized practice with diverse populations, particularly those who have been placed at risk by patterns and histories of social injustice.

GOAL 2. To provide comprehensive content about generalist social work practice.

GOAL 3. To provide content about the social contexts of social work practice.

GOAL 4. To infuse throughout the curriculum the values and ethics that guide professional social workers in their practice, with particular attention to cultural competence standards.

GOAL 5. To prepare graduates to be conscientious lifelong learners.

GOAL 6. To prepare graduates who demonstrate the ability to think critically, write effectively, use quantitative and qualitative research methods, and be comfortable with the use of computer technology.

GOAL 7. To provide service to the broader college community, to the surrounding southern New Jersey region, and in wider statewide, national, and international arenas. In this way, we deepen the Social Work Program's capacity to bring professional values and ethics to the broadest possible population, representing to students

what it means to be engaged professional social workers; and we demonstrate our commitment to ensure that Stockton College graduates are prepared to be citizens in a democratic, multicultural society.

Competencies and Practice Behaviors

Generalist Practice Competencies and Behaviors

Competency 1: Demonstrate Ethical and Professional Behavior

Social workers understand the value base of the profession and its ethical standards, as well as relevant laws and regulations that may impact practice at the micro, mezzo, and macro levels (knowledge/FPB1). Social workers understand frameworks of ethical decision-making and how to apply principles of critical thinking to those frameworks in practice, research, and policy arenas (cognitive and affective processes/FPB1). Social workers recognize personal values and the distinction between personal and professional values (values/FPB2). They also understand how their personal experiences and affective reactions influence their professional judgment and behavior (skills/FPB3). Social workers understand the profession's history, its mission, and the roles and responsibilities of the profession. Social Workers also understand the role of other professions when engaged in inter-professional teams. Social workers recognize the importance of life-long learning and are committed to continually updating their skills to ensure they are relevant and effective (skills/FPB5). Social workers also understand emerging forms of technology and the ethical use of technology in social work practice (knowledge/FPB4). Social workers:

- C1, FPB1: make ethical decisions by applying the standards 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;
- C1, FPB2: use reflection and self-regulation to manage personal values and maintain professionalism in practice situations;
- C1, FPB3: demonstrate professional demeanor in behavior; appearance; and oral, written, and electronic communication;
- C1, FPB4: use technology ethically and appropriately to facilitate practice outcomes; and
- C1, FPB 5: use supervision and consultation to guide professional judgment and behavior.

Competency 2: Engage Diversity and Difference in Practice

Social workers understand how diversity and difference characterize and shape the human experience and are critical to the formation of identity. The dimensions of diversity are understood as the intersectionality of multiple factors including but not limited to age, class, color, culture, disability and ability, ethnicity, gender, gender identity and expression, immigration status, marital status, political ideology, race, religion/spirituality, sex, sexual orientation, and tribal sovereign status (knowledge/skill/FPB6). Social workers understand that, as a consequence of difference, a person's life experiences may include oppression, poverty, marginalization, and alienation as well as privilege, power, and acclaim (values/FPB7). Social workers also understand the forms and mechanisms of oppression and discrimination and recognize the extent to which a culture's structures and values, including social, economic, political, and cultural exclusions, may oppress, marginalize, alienate, or create privilege and power (cognitive and affective processes/FPB8). Social workers:

- C2, FPB6: apply and communicate understanding of the importance of diversity and difference in shaping life experiences in practice at the micro, mezzo, and macro levels;
- C2, FPB7: present themselves as learners and engage clients and constituencies as experts of their own experiences; and
- C2, FPB8: apply self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse clients and constituencies.

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

Social workers understand that every person regardless of position in society has fundamental human rights such as freedom, safety, privacy, an adequate standard of living, health care, and education (values/FPB9). Social workers understand the global interconnections of oppression and human rights violations, and are knowledgeable about theories of human need and social justice and strategies to promote social and economic justice and human rights (knowledge/cognitive and affective processes/FPB9). Social workers understand strategies designed to eliminate oppressive structural barriers to ensure that social goods, rights, and responsibilities are distributed equitably and that civil, political, environmental, economic, social, and cultural human rights are protected (skills/FPB10). Social workers:

- C3, FPB 9: apply their understanding of social, economic, and environmental justice to advocate for human rights at the individual and system levels; and
- C3, FPB 10: engage in practices that advance social, economic, and environmental justice.

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

Social workers understand quantitative and qualitative research methods and their respective roles in advancing a science of social work and in evaluating their practice (knowledge/FPB12). Social workers know the principles of logic, scientific inquiry, and culturally informed and ethical approaches to building knowledge (values/FPB11). Social workers understand that evidence that informs practice derives from multi-disciplinary sources and multiple ways of knowing (cognitive and affective processes/FPB12). They also understand the processes for translating research findings into effective practice (skill/FPB13). Social workers:

- C4, FPB 11: use practice experience and theory to inform scientific inquiry and research;
- C4, FPB 12: apply critical thinking to engage in analysis of quantitative and qualitative research methods and research findings; and
- C4, FPB 13: use and translate research evidence to inform and improve practice, policy, and service delivery.

Competency 5: Engage in Policy Practice

Social workers understand that human rights and social justice, as well as social welfare and services, are mediated by policy and its implementation at the federal, state, and local levels (values/FPB14). Social workers understand the history and current structures of social policies and services, the role of policy in service delivery, and the role of practice in policy development. Social workers understand their role in policy development and implementation within their practice settings at the micro, mezzo, and macro levels and they actively engage in policy practice to effect change within those settings (knowledge/FPB15). Social workers recognize and understand the historical, social, cultural, economic, organizational, environmental, and global influences that affect social policy. They are also knowledgeable about policy formulation, analysis, implementation, and evaluation (cognitive and affective processes/skills/FPB16). Social workers:

- C5, FPB 14: Identify social policy at the local, state, and federal level that impacts well-being, service delivery, and access to social services;
- C5, FPB 15: assess how social welfare and economic policies impact the delivery of and access to social services;
- C5, FPB 16: apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, economic, and environmental justice.

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

Social workers understand that engagement is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations, and communities (knowledge/FPB17). Social workers value the importance of human relationships (values/FPB18). Social workers understand theories of human behavior and the social environment, and critically evaluate and apply this

knowledge to facilitate engagement with clients and constituencies, including individuals, families, groups, organizations, and communities (cognitive and affective processes/FPB17). Social workers understand strategies to engage diverse clients and constituencies to advance practice effectiveness (skills/FPB18). Social workers understand how their personal experiences and affective reactions may impact their ability to effectively engage with diverse clients and constituencies (values/FPB18). Social workers value principles of relationship-building and inter-professional collaboration to facilitate engagement with clients, constituencies, and other professionals as appropriate (values/FPB18). Social workers:

- C6, FPB 17: apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks to engage with clients and constituencies; and
- C6, FPB 18: use empathy, reflection, and interpersonal skills to effectively engage diverse clients and constituencies.

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

Social workers understand that assessment is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations, and communities (knowledge/FPB19). Social workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge in the assessment of diverse clients and constituencies, including individuals, families, groups, organizations, and communities (cognitive and affective processes/FPB20). Social workers understand methods of assessment with diverse clients and constituencies to advance practice effectiveness (skills/FPB21/FPB22). Social workers recognize the implications of the larger practice context in the assessment process and value the importance of inter-professional collaboration in this process (skills/FPB21/FPB22). Social workers understand how their personal experiences and affective reactions may affect their assessment and decision-making (values/FPB21). Social workers:

- C7, FPB 19: collect and organize data, and apply critical thinking to interpret information from clients and constituencies;
- C7, FPB 20: apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the analysis of assessment data from clients and constituencies;
- C7, FPB 21: develop mutually agreed-on intervention goals and objectives based on the critical assessment of strengths, needs, and challenges within clients and constituencies; and
- C7, FPB 22: select appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of clients and constituencies.

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

Social workers understand that intervention is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations, and communities (skills/FPB23/FPB27). Social workers are knowledgeable about evidence-informed interventions to achieve the goals of clients and constituencies, including individuals, families, groups, organizations, and communities (knowledge). Social workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge to effectively intervene with clients and constituencies (cognitive and affective processes/FPB24). Social workers understand methods of identifying, analyzing and implementing evidence-informed interventions to achieve client and constituency goals (knowledge/skills/FPB23). Social workers value the importance of inter-professional teamwork and communication in interventions, recognizing that beneficial outcomes may require interdisciplinary, inter-professional, and inter-organizational collaboration (values/FPB25/FPB26). Social workers:

- C8, FPB 23: critically choose and implement interventions to achieve practice goals and enhance capacities of clients and constituencies;

- C8, FPB 24: apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in interventions with clients and constituencies;
- C8, FPB 25: use inter-professional collaboration as appropriate to achieve beneficial practice outcomes;
- C8, FPB 26: negotiate, mediate, and advocate with and on behalf of diverse clients and constituencies; and
- C8, FPB 27: facilitate effective transitions and endings that advance mutually agreed-on goals.

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

Social workers understand that evaluation is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations and communities (knowledge/FPB28). Social workers recognize the importance of evaluating processes and outcomes to advance practice, policy, and service delivery effectiveness (skills/values/FPB30). Social workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge in evaluating outcomes (cognitive and affective processes/FPB29). Social workers understand qualitative and quantitative methods for evaluating outcomes and practice effectiveness (knowledge/FPB31). Social workers:

- C9, FPB 28: select and use appropriate methods for evaluation of outcomes;
- C9, FPB 29: apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the evaluation of outcomes;
- C9, FPB 30: critically analyze, monitor, and evaluate intervention and program processes and outcomes; and
- C9, FPB 31: apply evaluation findings to improve practice effectiveness at the micro, mezzo, and macro levels.

M2.1.1 The program identifies its area(s) of specialized practice (EP M2.1), and demonstrates how it builds on generalist practice.

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M2.1.3 The program describes how its area(s) of specialized practice extend and enhance the nine Social Work Competencies (and any additional competencies developed by the program) to prepare students for practice in the area(s) of specialization.

Competency 1: Demonstrate Ethical and Professional Behavior

Social workers understand the value base of the profession and its ethical standards, that may impact practice with diverse populations at the micro, mezzo, and macro levels (knowledge/values/APB2). Social workers understand guidelines of ethical decision-making and how to use critical thinking to address complex ethical dilemmas involving diverse clients (cognitive and affective processes/APB2). Social workers recognize the importance of professional relationships, both with other professionals and in the form of inter-professional teams, and the role these individuals play in providing supervision and consultation for work with diverse clients (skills/APB1). Social workers understand emerging forms of technology and the ethical use of technology in social work research, policy, and practice involving diverse clients (knowledge/values/APB3). Social workers:

- C1, APB 1: Use supervision and consultation appropriate to autonomous practice with diverse individuals, families, and communities.
- C1, APB 2: Apply ethical guidelines to complex ethical dilemmas involving diverse individuals, families, and communities to arrive at ethically-informed decisions.
- C1, APB 3: Use Technology to promote ethical practice among diverse populations (research/policy/practice)

Competency 2: Engage Diversity and Difference in Practice

Social workers recognize that diversity (which includes but is not limited to age, class, color, culture, disability and ability, ethnicity, gender, gender identity and expression, immigration status, marital status, political ideology, race, religion/spirituality, sex, sexual orientation, and tribal sovereign status) results in different customs and worldviews (knowledge/APB4). These different customs and worldviews require social workers to engage in critical thinking to ensure appropriate cross-cultural communication with diverse clients (cognitive and affective processes/APB6). Social workers recognize how their own specific personal biases, as well as how the norms of the broader culture can create privilege for some diverse client groups and disadvantage for others (values/APB5). Social workers not only understand how diversity and difference shape the human experience, but utilize this understanding to help shape their approaches to practice with diverse clients (knowledge/skills/APB6). Social workers:

- C2, APB 4: Demonstrate personal reflection, self-awareness, and self-correction about customs and worldviews in social work practice.
- C2, APB 5: Identify specific personal biases and/or cultural structures and values that may oppress, marginalize, alienate or create or enhance privilege and power.
- C2, APB 6: Integrate an understanding of how difference shapes the life experiences and behaviors of individuals, families, and communities into practice approaches with diverse individuals, families, and communities.

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

Social workers understand that although every person has fundamental human rights, based upon privilege and status many diverse client groups experience violations of these human rights (values/APB7). Social workers understand the specific social, economic and environmental injustices the diverse clients face (knowledge/APB7). Social workers engage in critical thinking and dialogue with diverse constituencies to identify strategies to address human rights violations and injustices against diverse client groups (cognitive and affective processes/APB8). Social workers work at the policy level, organizational level, and in service delivery systems to address injustices against diverse clients (skills/APB8). Social workers:

- C3, APB 7: Articulate the social, economic and environmental issues that affect diverse individuals, families, and communities

- C3, APB 8: Advocate for and work towards change in social policies, organizations, and service delivery systems when they fail adequately to protect human rights and advance social, economic and environmental justice for diverse individuals, families, and communities

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

Social workers understand the roles that quantitative and qualitative research can play in evaluating practice specifically with diverse client groups (knowledge/APB9). Social workers understand that multiple knowledge sources can and should be used to help build research to inform practice with diverse clients. Social workers use critical thinking to ensure that these multiple knowledge sources are applied to the process of conducting research about diverse client groups (cognitive and affective processes/APB9). Social workers recognize the importance of using evidence based and evidence informed practices among diverse clients, and how in some cases a lack of evidence exists justifying the use of practices among diverse populations (values/APB10). Social workers use research skills to identify and evaluate practices utilized among diverse client groups (skills/APB10). Social workers:

- C4, APB 9: Use practice experiences to formulate research questions relevant to diverse marginalized populations, and apply research skills to these questions.
- C4, APB 10: Identify and evaluate current advances in evidence-based practice with diverse populations.

Competency 5: Engage in Policy Practice

Social workers understand the impact that local, state and federal policy has on the well-being, human rights, and available services for diverse clients (knowledge/APB11). Social workers utilize policy analysis frameworks and principles of evidence-based policy to evaluate the impact that social policies have on diverse clients and agencies (cognitive and affective processes/APB11). Social workers understand the impact that policy has on social practice, and that the shortcomings of social welfare policies can create barriers to ethical practice with diverse clients (values/APB13). Social workers also understand that social welfare policies need to be designed in ways that are culturally competent, respecting the values, norms and behaviors of diverse client groups (values/APB12). Social workers use policy practice skills to advocate for policies that benefit diverse clients (skills/APB12). Social workers:

- C5, APB 11: Critically analyze and evaluate the impact of social policies on diverse marginalized communities, client systems, workers, and agencies.
- C5, APB 12: Advocate for social policies that advance social well-being, while respecting the cultural values, norms, and behaviors of diverse individuals, families, and communities.
- C5, APB 13: Address policies that create barriers to ethical practice especially in relation to issues impacting diverse marginalized populations

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

Social workers recognize the value of language and communication across diverse client groups (values/APB14). Social workers also recognize the relevance of theories of social behavior and the social environment to diverse clients (knowledge/APB14). Social workers critically evaluate and apply language, communication, and theories of human behavior and the social environment to facilitate engagement with diverse clients, including individuals, families, groups, organizations, and communities (cognitive and affective processes/APB14). Social workers recognize how their own values may inhibit their ability to engage client systems, so they work to adopt a stance of not knowing to discover approaches to engagement that are appropriate to diverse client systems (skills/APB15). Social workers:

- C6, APB 14: Apply understanding of human behavior in the social environment, language, communication, and other needs of diverse individuals, families, and communities in engaging client systems

- C6, APB 15: Adopt a stance of “not knowing” with client systems in order to collaboratively discover culturally appropriate approaches to engagement of diverse individuals, families, and communities

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

Social workers understand how culture shapes clients’ experiences, strengths and challenges (knowledge/APB16). Social workers value the role that cultural priorities play in shaping the development of goals and outcomes for diverse clients (values/APB17). Social workers understand the complex ways in which culture should be accounted for during the assessment process (knowledge/APB17). Social workers recognize that critical thinking is vital to ensure that theory as well as the client’s cultural interpretations and priorities are incorporated and applied to a comprehensive assessment model when working with diverse clients (cognitive and affective processes/skills/APB18). Social workers:

- C7, APB 16: Use knowledge of assessment models to develop and implement comprehensive assessments for use with diverse populations.
- C7, APB 17: Engage client systems in a collaborative process of developing culturally acceptable goals and outcomes
- C7, APB 18: Apply specialized theoretical perspectives creatively and with minimal direction in assessing diverse individuals, families, and communities.

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

Social workers value the role that clients play in the selection and implementation of interventions that are culturally appropriate (value/APB19). Social workers also value the role that professionals from other agencies and other professions play in this process of intervening with diverse clients (value/APB19). Social workers understand the importance of evidence informed interventions when working with diverse clients, including individuals, families, groups, organizations, and communities (knowledge/APB22). Social workers understand methods for identifying, analyzing and implementing evidence informed interventions specifically among diverse groups (cognitive and affective processes/APB22). Social workers use their knowledge of human behavior and the social environment to intervene with diverse clients (skills/APB21). Social workers are also able to utilize their understanding of biological, psychological, environmental, and social systems to intervene with diverse clients in a culturally competent manner (skills/APB20/APB21). Social workers:

- C8, APB 19: Work collaboratively with client systems and other professionals to critically select and implement culturally appropriate interventions
- C8, APB 20: Facilitate transitions and endings that meet the diverse needs of client systems
- C8, APB 21: Apply knowledge of theory as well as biological, psychological, environmental, and social variables creatively and critically in working with diverse individuals, families, and communities.
- C8, APB22: Critically choose and implement culturally appropriate interventions to enhance capacities of diverse clients and constituencies

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

Social workers understand the complexities involved in evaluating social work practice among diverse individuals, families, groups, organizations, and communities (knowledge/APB23). Social workers recognize that due to the culture specific needs of diverse client groups, and the marginalization that they often face, it is important to evaluate just how effective social work practice is among diverse individuals, families, groups, organizations and communities (values/APB23). Social workers understand the multiple knowledge sources that contribute to the design of research, and use critical thinking to help apply this understanding to evaluative studies of social work interventions (cognitive and affective processes/APB23). Social workers recognize the importance not only of evaluating practice among diverse groups, but also in using research findings to help improve practice interventions with diverse client systems (skills/APB24). Social workers:

- C9, APB 23: Using critical thinking, apply research methodologies and human behavior in the social environment to evaluate practice interventions with diverse client systems
- C9, APB 24: Apply research findings to improve practice effectiveness with diverse client systems