

SOCIAL WORK (MSW)

The Master's in Social Work degree is a two-year program offering advanced practice training in clinical, school, and community settings. Graduates of this program are well positioned for leadership roles in clinical, human services, outreach, and development settings. Learn more about course offerings for Master of social work students (<https://www.luc.edu/socialwork/academics/graduate/graduate-courses/>).

Students in the Master's in Social Work Program can select an area of specialization in:

- Micro Practice Specialization
- Leadership, Mezzo, & Macro Practice Specialization (LMMP)

Students in the **Micro Practice Specialization** can choose a track from the following:

- Advanced Clinical Practice (<https://catalog.luc.edu/graduate-professional/social-work/advanced-clinical-practice-track/>)
- Certified Alcohol and other Drugs Counselor training program (CADC) (<https://catalog.luc.edu/graduate-professional/social-work/certified-alcohol-drugs-counselor-training-program-cadc-track/>)
- Migration Studies (<https://catalog.luc.edu/graduate-professional/social-work/migration-studies-track/>)
- Schools/Professional Educator License (PEL) (<https://catalog.luc.edu/graduate-professional/social-work/professional-educator-license-pel-track/>)

The **Leadership, Mezzo, & Macro Practice (LMMP)** area of specialization offers a track in:

- Leadership, Community, Advocacy, and Policy (LCAP) (<https://catalog.luc.edu/graduate-professional/social-work/msw-specializations-tracks/leadership-community-advocacy-policy-lcap-track/>)

Upon completing the program, students have completed the education requirements for the LSW and the LCSW licenses. The LCSW requires additional clinical supervision hours by an Licensed Clinician and a passing score on the licensure exam.

Curriculum

Master of Social Work (MSW)

The MSW program requires the completion of 49 credit hours, including two internships totaling 1,000 hours. The program takes two years to complete for students who attend full-time or four years to complete for students who are attending part-time (two classes per semester).

Coursework

There are no prerequisites for the MSW program. The MSW curriculum is split up by year with generalist and specialized courses.

Code	Title	Hours
Generalist MSW Courses		
	Community Immersion Program (1-Week Community Immersion Program)	0
SOWK 500	Life Span Development, Human Behavior, Trauma, & Theory	3

SOWK 501	Assessment of Client Concerns in Context	3
SOWK 502	Power, Oppression, Privilege, and Social Justice	3
SOWK 503	Practice Skills with Individuals and Families	3
SOWK 504	Integrated Micro/Mezzo/Macro Theory and Practice	3
SOWK 505	Group Work Practice in Social Work: Micro/Mezzo/Macro	3
SOWK 506	Research and Evaluation in Social Work Practice	3
SOWK 509	Social Work Policy and Community Intervention	3
SWFI 530	Internship I & Simulated Experience	.5
SWFI 531	Internship II & Simulated Experience	.5
SWFI 530S	Integrative Seminar	1

Specialized Courses

Courses Required of All Students

SOWK 680	Advanced Micro-Level Practice	3
SOWK 681	Advanced Mezzo & Macro Practice	3
SWFI 632	Internship Instruction III & Simulated Experiences	0.5
SWFI 632S	Integrative Seminar	1
SWFI 633	Internship Instruction IV & Simulated Experiences	0.5

Specializations & Tracks 9

All students must choose a Specialization and Track.

Micro Practice Specialization

Schools/Professional Educator's License (PEL) Track

CIEP 401	The Exceptional Child	
SOWK 609A	School Social Work Policy and Practice I	
SOWK 609B	School Social Work Policy and Practice II	

Certified Alcohol and Other Drug Counselors (CADC) Track

SOWK 621	Clinical Practice in Addiction	
SOWK 622	Substance Abuse Treatment in Groups	
SOWK 722	Introduction to Alcohol and Other Drug Disorders	

Migration Studies Track

SOWK 730	Immigration Dynamics and U.S. Social Policy	
SOWK 731	Social Work Practice with Refugees and Immigrants	
SOWK 732	Migration, Social Justice, and Human Rights	

Advanced Clinical Practice Track

3 Track Courses

See Course Options for the Advanced Clinical Track ¹

Leadership, Mezzo & Macro Practice (LMMP) Specialization

Leadership, Community, Advocacy, and Policy (LCAP) Track

SOWK 650	Leadership & Supervision in Service Organizations	
SOWK 652	Organizations, Program Development, and Evaluation	
SOWK 653	Community Organizing and Policy Practice	

Electives

All students will choose to take two electives. Any 600 or 700-level course may be considered an elective. 6

Total Hours 49

¹ Course Options (<https://catalog.luc.edu/graduate-professional/social-work/msw-specializations-tracks/advanced-clinical-practice-track/#curriculumtext>)

Suggested Sequence of Courses

The below sequence of courses is meant to be used as a suggested path for completing coursework. An individual student's completion of requirements depends on course offerings in a given term as well as the start term for a major or graduate study. Students should consult their advisor for assistance with course selection.

Micro Practice Specialization

Fall Start

Course	Title	Hours
Year 1		
Fall		
SOWK 500	Life Span Development, Human Behavior, Trauma, & Theory	3
SOWK 501	Assessment of Client Concerns in Context	3
SOWK 502	Power, Oppression, Privilege, and Social Justice	3
SOWK 503	Practice Skills with Individuals and Families	3
SWFI 530	Internship I & Simulated Experience	0.5
SWFI 530S	Integrative Seminar	1
Hours		13.5

Spring

SOWK 504	Integrated Micro/Mezzo/Macro Theory and Practice	3
SOWK 505	Group Work Practice in Social Work: Micro/Mezzo/Macro	3
SOWK 506	Research and Evaluation in Social Work Practice	3
SOWK 509	Social Work Policy and Community Intervention	3
SWFI 531	Internship II & Simulated Experience	0.5
Hours		12.5

Year 2

Fall

SOWK 680	Advanced Micro-Level Practice	3
SWFI 632	Internship Instruction III & Simulated Experiences	0.5
SWFI 632S	Integrative Seminar	1
Elective		3
Track Course		3
Track Course		3
Hours		13.5

Spring

SOWK 681	Advanced Mezzo & Macro Practice	3
SWFI 633	Internship Instruction IV & Simulated Experiences	0.5
Track Course		3
Elective		3
Hours		9.5
Total Hours		49

Spring Start - Spring Internship

Course	Title	Hours
Year 1		
Spring		
SOWK 500	Life Span Development, Human Behavior, Trauma, & Theory	3
SOWK 501	Assessment of Client Concerns in Context	3
SOWK 502	Power, Oppression, Privilege, and Social Justice	3
SOWK 503	Practice Skills with Individuals and Families	3
SWFI 530	Internship I & Simulated Experience	0.5
SWFI 530S	Integrative Seminar	1
Hours		13.5

Summer

SWFI 531	Internship II & Simulated Experience	0.5
Hours		0.5

Fall

SOWK 504	Integrated Micro/Mezzo/Macro Theory and Practice	3
SOWK 505	Group Work Practice in Social Work: Micro/Mezzo/Macro	3
SOWK 506	Research and Evaluation in Social Work Practice	3
SOWK 509	Social Work Policy and Community Intervention	3
Hours		12

Year 2

Spring

SOWK 680	Advanced Micro-Level Practice	3
SWFI 632	Internship Instruction III & Simulated Experiences	0.5
SWFI 632S	Integrative Seminar	1
Track Course		3
Track Course		3
Hours		10.5

Summer

SWFI 633	Internship Instruction IV & Simulated Experiences	0.5
Hours		0.5

Fall

SOWK 681	Advanced Mezzo & Macro Practice	3
Track Course		3
Elective		3
Elective		3
Hours		12

Total Hours

49

Spring Start - Summer Internship

Course	Title	Hours
Year 1		
Spring		
SOWK 500	Life Span Development, Human Behavior, Trauma, & Theory	3

SOWK 501	Assessment of Client Concerns in Context	3
SOWK 502	Power, Oppression, Privilege, and Social Justice	3
SOWK 503	Practice Skills with Individuals and Families	3
Hours		12

Summer

SWFI 530	Internship I & Simulated Experience	0.5
SWFI 530S	Integrative Seminar	1
SWFI 531	Internship II & Simulated Experience	0.5
Hours		2

Fall

SOWK 504	Integrated Micro/Mezzo/Macro Theory and Practice	3
SOWK 505	Group Work Practice in Social Work: Micro/Mezzo/Macro	3
SOWK 506	Research and Evaluation in Social Work Practice	3
SOWK 509	Social Work Policy and Community Intervention	3
Hours		12

Year 2**Spring**

SOWK 680	Advanced Micro-Level Practice	3
SWFI 632	Internship Instruction III & Simulated Experiences	0.5
SWFI 632S	Integrative Seminar	1
Track Course		3
Track Course		3
Hours		10.5

Summer

SWFI 633	Internship Instruction IV & Simulated Experiences	0.5
Hours		0.5

Fall

SOWK 681	Advanced Mezzo & Macro Practice	3
Track Course		3
Elective		3
Elective		3
Hours		12
Total Hours		49

Summer Start

Course	Title	Hours
Year 1		
Summer		
SOWK 502	Power, Oppression, Privilege, and Social Justice	3
SOWK 509	Social Work Policy and Community Intervention	3
Hours		6

Fall

SOWK 500	Life Span Development, Human Behavior, Trauma, & Theory	3
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SOWK 501	Assessment of Client Concerns in Context	3
SOWK 503	Practice Skills with Individuals and Families	3
SWFI 530	Internship I & Simulated Experience	0.5
SWFI 530S	Integrative Seminar	1
Hours		10.5

Spring

SOWK 504	Integrated Micro/Mezzo/Macro Theory and Practice	3
SOWK 505	Group Work Practice in Social Work: Micro/Mezzo/Macro	3
SOWK 506	Research and Evaluation in Social Work Practice	3
SWFI 531	Internship II & Simulated Experience	0.5
Hours		9.5

Year 2**Fall**

SOWK 680	Advanced Micro-Level Practice	3
SWFI 632	Internship Instruction III & Simulated Experiences	0.5
SWFI 632S	Integrative Seminar	1
Elective		3
Track Course		3
Track Course		3
Hours		13.5

Spring

SOWK 681	Advanced Mezzo & Macro Practice	3
SWFI 633	Internship Instruction IV & Simulated Experiences	0.5
Track Course		3
Elective		3
Hours		9.5
Total Hours		49

Leadership, Mezzo, & Macro Practice (LMMP) Specialization**Fall Start**

Course	Title	Hours
Year 1		
Fall		
SOWK 500	Life Span Development, Human Behavior, Trauma, & Theory	3
SOWK 501	Assessment of Client Concerns in Context	3
SOWK 502	Power, Oppression, Privilege, and Social Justice	3
SOWK 503	Practice Skills with Individuals and Families	3
SWFI 530	Internship I & Simulated Experience	0.5
SWFI 530S	Integrative Seminar	1
Hours		13.5

Spring

SOWK 504	Integrated Micro/Mezzo/Macro Theory and Practice	3
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SOWK 505	Group Work Practice in Social Work: Micro/Mezzo/Macro	3
SOWK 506	Research and Evaluation in Social Work Practice	3
SOWK 509	Social Work Policy and Community Intervention	3
SWFI 531	Internship II & Simulated Experience	0.5
Hours		12.5
Year 2		
Fall		
SOWK 652	Organizations, Program Development, and Evaluation	3
SOWK 653	Community Organizing and Policy Practice	3
SOWK 681	Advanced Mezzo & Macro Practice	3
SWFI 632	Internship Instruction III & Simulated Experiences	0.5
SWFI 632S	Integrative Seminar	1
Hours		10.5
Spring		
SOWK 650	Leadership & Supervision in Service Organizations	3
SOWK 680	Advanced Micro-Level Practice	3
SWFI 633	Internship Instruction IV & Simulated Experiences	0.5
Elective		3
Elective		3
Hours		12.5
Total Hours		49

Spring Start - Spring Internship

Course	Title	Hours
Year 1		
Spring		
SOWK 500	Life Span Development, Human Behavior, Trauma, & Theory	3
SOWK 501	Assessment of Client Concerns in Context	3
SOWK 502	Power, Oppression, Privilege, and Social Justice	3
SOWK 503	Practice Skills with Individuals and Families	3
SWFI 530	Internship I & Simulated Experience	0.5
SWFI 530S	Integrative Seminar	1
Hours		13.5
Summer		
SWFI 531	Internship II & Simulated Experience	0.5
Hours		0.5
Fall		
SOWK 504	Integrated Micro/Mezzo/Macro Theory and Practice	3
SOWK 505	Group Work Practice in Social Work: Micro/Mezzo/Macro	3
SOWK 506	Research and Evaluation in Social Work Practice	3
SOWK 509	Social Work Policy and Community Intervention	3

SOWK 509	Social Work Policy and Community Intervention	3
Hours		12
Year 2		
Spring		
SOWK 650	Leadership & Supervision in Service Organizations (Spring only)	3
SOWK 681	Advanced Mezzo & Macro Practice	3
SWFI 632	Internship Instruction III & Simulated Experiences	0.5
SWFI 632S	Integrative Seminar	1
Elective		3
Hours		10.5
Summer		
SWFI 633	Internship Instruction IV & Simulated Experiences	0.5
Hours		0.5
Fall		
SOWK 652	Organizations, Program Development, and Evaluation (Fall only)	3
SOWK 653	Community Organizing and Policy Practice (Fall only)	3
SOWK 680	Advanced Micro-Level Practice	3
Elective		3
Hours		12
Total Hours		49

Spring Start - Summer Internship

Course	Title	Hours
Year 1		
Spring		
SOWK 500	Life Span Development, Human Behavior, Trauma, & Theory	3
SOWK 501	Assessment of Client Concerns in Context	3
SOWK 502	Power, Oppression, Privilege, and Social Justice	3
SOWK 503	Practice Skills with Individuals and Families	3
Hours		12
Summer		
SWFI 530	Internship I & Simulated Experience	0.5
SWFI 530S	Integrative Seminar	1
SWFI 531	Internship II & Simulated Experience	0.5
Hours		2
Fall		
SOWK 504	Integrated Micro/Mezzo/Macro Theory and Practice	3
SOWK 505	Group Work Practice in Social Work: Micro/Mezzo/Macro	3
SOWK 506	Research and Evaluation in Social Work Practice	3
SOWK 509	Social Work Policy and Community Intervention	3
Hours		12

Year 2		
Spring		
SOWK 650	Leadership & Supervision in Service Organizations (Spring only)	3
SOWK 681	Advanced Mezzo & Macro Practice	3
SWFI 632	Internship Instruction III & Simulated Experiences	0.5
SWFI 632S	Integrative Seminar	1
Elective		3
Hours		10.5
Summer		
SWFI 633	Internship Instruction IV & Simulated Experiences	0.5
Hours		0.5
Fall		
SOWK 652	Organizations, Program Development, and Evaluation (Fall only)	3
SOWK 653	Community Organizing and Policy Practice (Fall only)	3
SOWK 680	Advanced Micro-Level Practice	3
Elective		3
Hours		12
Total Hours		49

Summer Start

Course	Title	Hours
Year 1		
Summer		
SOWK 502	Power, Oppression, Privilege, and Social Justice	3
SOWK 509	Social Work Policy and Community Intervention	3
Hours		6
Fall		
SOWK 500	Life Span Development, Human Behavior, Trauma, & Theory	3
SOWK 501	Assessment of Client Concerns in Context	3
SOWK 503	Practice Skills with Individuals and Families	3
SWFI 530	Internship I & Simulated Experience	0.5
SWFI 530S	Integrative Seminar	1
Hours		10.5
Spring		
SOWK 504	Integrated Micro/Mezzo/Macro Theory and Practice	3
SOWK 505	Group Work Practice in Social Work: Micro/Mezzo/Macro	3
SOWK 506	Research and Evaluation in Social Work Practice	3
SWFI 531	Internship II & Simulated Experience	0.5
Hours		9.5

Year 2		
Fall		
SOWK 652	Organizations, Program Development, and Evaluation (Fall only)	3
SOWK 653	Community Organizing and Policy Practice (Fall only)	3
SOWK 681	Advanced Mezzo & Macro Practice	3
SWFI 632	Internship Instruction III & Simulated Experiences	0.5
SWFI 632S	Integrative Seminar	1
Hours		10.5
Spring		
SOWK 650	Leadership & Supervision in Service Organizations (Spring only)	3
SOWK 680	Advanced Micro-Level Practice	3
SWFI 633	Internship Instruction IV & Simulated Experiences	0.5
Elective		3
Elective		3
Hours		12.5
Total Hours		49

Internships

The first internship is 400 hours, performed at the rate of 16 hours per week on Tuesday and Thursday during normal business hours. The second internship is 600 hours performed at the rate of 24 hours per week on Monday, Wednesday, and Friday during normal business hours.

There are three internship timeframes: fall-spring, spring-summer, or summer block. The summer block consists of 35-40 hours per week, Monday-Friday, during normal business hours.

Specializations & Tracks Options

The Master of Social Work program have the following specialization and track options:

- Leadership, Mezzo, and Macro Practice (LMMP) Specialization
 - Leadership, Community, Advocacy, and Policy (LCAP) Track (<https://catalog.luc.edu/graduate-professional/social-work/msw-specializations-tracks/leadership-community-advocacy-policy-lcap-track/>)
- Micro Practice Specialization
 - Advanced Clinical Practice Track (<https://catalog.luc.edu/graduate-professional/social-work/msw-specializations-tracks/advanced-clinical-practice-track/>)
 - Certified Alcohol and Other Drugs Counselor Training Program (CADC) Track (<https://catalog.luc.edu/graduate-professional/social-work/msw-specializations-tracks/certified-alcohol-drugs-counselor-training-program-cadc-track/>)
 - Migration Studies Track (<https://catalog.luc.edu/graduate-professional/social-work/msw-specializations-tracks/migration-studies-track/>)
 - Schools/Professional Educator License (PEL) Track (<https://catalog.luc.edu/graduate-professional/social-work/msw-specializations-tracks/schools-professional-educator-license-pel-track/>)

MSW Program Learning Outcomes

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. 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. Social workers recognize personal values and the distinction between personal and professional values. They also understand how their personal experiences and affective reactions influence their professional judgment and behavior. 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. Social workers also understand emerging forms of technology and the ethical use of technology in social work practice. Social workers:

- 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;
- 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; and
- 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. 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. 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. Social workers:

- 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; and
- 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. 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. 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. Social workers:

- apply their understanding of social, economic, and environmental justice to advocate for human rights at the individual and system levels; and
- 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. Social workers know the principles of logic, scientific inquiry, and culturally informed and ethical approaches to building knowledge. Social workers understand that evidence that informs practice derives from multi-disciplinary sources and multiple ways of knowing. They also understand the processes for translating research findings into effective practice. Social workers:

- 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; and
- 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. 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. 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. Social workers:

- 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 of 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.

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. Social workers value the importance of human relationships. 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. Social workers understand strategies to engage diverse clients and constituencies to advance practice effectiveness. Social workers understand how their personal experiences and affective reactions may impact their ability to effectively engage with diverse clients and constituencies. Social workers value principles of relationship-building and inter-professional collaboration to facilitate engagement with clients, constituencies, and other professionals as appropriate. Social workers:

- apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks to engage with clients and constituencies; and
- 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. 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. Social workers understand methods of assessment with diverse clients and constituencies to advance practice effectiveness. 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. Social workers understand how their personal experiences and affective reactions may affect their assessment and decision-making. Social workers:

- 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-environment, and other multidisciplinary theoretical frameworks in the analysis of assessment data from clients and constituencies;
- develop mutually agreed-on intervention goals and objectives based on the critical assessment of strengths, needs, and challenges within clients and constituencies; and
- 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. Social workers are knowledgeable about evidence-

informed interventions to achieve the goals of clients and constituencies, including individuals, families, groups, organizations, and communities. 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. Social workers understand methods of identifying, analyzing and implementing evidence-informed interventions to achieve client and constituency goals. 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. Social workers:

- 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; and
- 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. Social workers recognize the importance of evaluating processes and outcomes to advance practice, policy, and service delivery effectiveness. Social workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge in evaluating outcomes. Social workers understand qualitative and quantitative methods for evaluating outcomes and practice effectiveness. Social workers:

- 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; and
- apply evaluation findings to improve practice effectiveness at the micro, mezzo, and macro levels.