

SOCIAL WORK ONLINE (MSW)

The Online MSW program curriculum requires 49 credit hours of coursework, equivalent to 8 consecutive semesters including summer terms, and follows a cohort model for the Foundation portion of the program. The coursework for the program offers fully online content with synchronous class sessions. The required internships are in-person in the student's home state.

The program offers advanced practice training in clinical and school settings. Graduates of this program are well positioned for roles in direct social work practice in community, hospital, child welfare, school and private practice settings.

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) *Currently paused*

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

- Advanced Clinical Practice
- Schools/Professional Educator License (PEL) (for students in Illinois only)

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

- Leadership, Community, Advocacy, and Policy (LCAP) *Currently paused*

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

Coursework

The Online MSW program curriculum requires 49 credit hours of coursework, equivalent to 8 consecutive semesters, including summer terms and follows a cohort model.

The MSW curriculum is split up by year with generalist and specialized courses.

Code	Title	Hours
Generalist 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
SWII 530	Internship I & Simulated Experience	0.5
SWII 531	Internship II & Simulated Experience	0.5
SWII 530S	Integrative Seminar	1

Advanced Courses

Courses required of all students:

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

Advanced Clinical Practice Track

SOWK 616	Psychotherapy with Adults	
SOWK 620	Clinical Social Work Practice with Children	
SOWK 632	Clinical Social Work with Older Adults	

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	

Elective Courses 6

All students will take two electives.

Advanced Clinical Practice students take SOWK 621 and SOWK 645.

Schools students take SOWK 603 and SOWK 645.

LCAP students take SOWK 616 and SOWK 645.

Total Hours 49

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 with Advanced Clinical Practice Track

Course	Title	Hours
Year 1		
Fall		
SOWK 500	Life Span Development, Human Behavior, Trauma, & Theory	3
SOWK 502	Power, Oppression, Privilege, and Social Justice	3
		Hours 6
Spring		
SOWK 501	Assessment of Client Concerns in Context	3

SOWK 503	Practice Skills with Individuals and Families	3
Hours		6
Summer		
SOWK 504	Integrated Micro/Mezzo/Macro Theory and Practice	3
SOWK 505	Group Work Practice in Social Work: Micro/Mezzo/Macro	3
Hours		6
Year 2		
Fall		
SOWK 506	Research and Evaluation in Social Work Practice	3
SOWK 509	Social Work Policy and Community Intervention	3
SWFI 530		
SWFI 530S		
Hours		6
Spring		
SOWK 680	Advanced Micro-Level Practice	3
SOWK 681	Advanced Mezzo & Macro Practice	3
SWFI 531		
Hours		6
Summer		
CIEP 401	The Exceptional Child	3
SOWK 620	Clinical Social Work Practice with Children	3
Hours		6
Year 3		
Fall		
SOWK 609A	School Social Work Policy and Practice I	3
SWFI 632		
SWFI 632S		
Hours		3
Spring		
SOWK 609B	School Social Work Policy and Practice II	3
SOWK 645	Crisis Intervention	3
SWFI 631		
Hours		6
Total Hours		45

Micro Practice Specialization with Schools/Professional Educator License (PEL) Track

Course	Title	Hours
Year 1		
Fall		
SOWK 500	Life Span Development, Human Behavior, Trauma, & Theory	3
SOWK 502	Power, Oppression, Privilege, and Social Justice	3
Hours		6
Spring		
SOWK 501	Assessment of Client Concerns in Context	3

SOWK 503	Practice Skills with Individuals and Families	3
Hours		6
Summer		
SOWK 504	Integrated Micro/Mezzo/Macro Theory and Practice	3
SOWK 505	Group Work Practice in Social Work: Micro/Mezzo/Macro	3
Hours		6
Year 2		
Fall		
SOWK 506	Research and Evaluation in Social Work Practice	3
SOWK 509	Social Work Policy and Community Intervention	3
SWFI 530		
SWFI 530S		
Hours		6
Spring		
SOWK 680	Advanced Micro-Level Practice	3
SOWK 681	Advanced Mezzo & Macro Practice	3
SWFI 531		
Hours		6
Summer		
CIEP 401	The Exceptional Child	3
SOWK 620	Clinical Social Work Practice with Children	3
Hours		6
Year 3		
Fall		
SOWK 609A	School Social Work Policy and Practice I	3
SWFI 632		
SWFI 632S		
Hours		3
Spring		
SOWK 609B	School Social Work Policy and Practice II	3
SOWK 645	Crisis Intervention	3
SWFI 631		
Hours		6
Total Hours		45

Leadership, Mezzo, and Macro Practice (LMMP) Specialization with Leadership, Community, Advocacy, and Policy (LCAP) Track

Course	Title	Hours
Year 1		
Fall		
SOWK 500	Life Span Development, Human Behavior, Trauma, & Theory	3
SOWK 502	Power, Oppression, Privilege, and Social Justice	3
Hours		6
Spring		
SOWK 501	Assessment of Client Concerns in Context	3

SOWK 503	Practice Skills with Individuals and Families	3
Hours		6
Summer		
SOWK 504	Integrated Micro/Mezzo/Macro Theory and Practice	3
SOWK 505	Group Work Practice in Social Work: Micro/Mezzo/Macro	3
Hours		6
Year 2		
Fall		
SOWK 506	Research and Evaluation in Social Work Practice	3
SOWK 509	Social Work Policy and Community Intervention	3
SWFI 530		
SWFI 530S		
Hours		6
Spring		
SOWK 680	Advanced Micro-Level Practice	3
SOWK 681	Advanced Mezzo & Macro Practice	3
SWFI 531		
Hours		6
Summer		
SOWK 616	Psychotherapy with Adults	3
SOWK 652	Organizations, Program Development, and Evaluation	3
Hours		6
Year 3		
Fall		
SOWK 653	Community Organizing and Policy Practice	3
SWFI 632		
SWFI 632S		
Hours		3
Spring		
SOWK 645	Crisis Intervention	3
SOWK 650	Leadership & Supervision in Service Organizations	3
SWFI 633		
Hours		6
Total Hours		45

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/>)

- Schools/Professional Educator License (PEL) Track (<https://catalog.luc.edu/graduate-professional/social-work/msw-specializations-tracks/schools-professional-educator-license-pel-track/>) (Illinois only)

Internships

Students are required to complete two internships during their program. For the first year of the program, students focus on coursework only and do not complete an internship. However, at the start program, students are required to work with the Regional Coordinators to actively participate in locating internship sites in their home state for their generalist and specialized internships. Students apply to sites and interview to secure an internship. Internships are from Fall to Spring only. The generalist internship is 400 hours, performed at the rate of 10-15 hours per week. The specialized internship is 600 hours performed at 24 hours per week and is aligned with the student's area of specialization.

Graduate & Professional Standards and Regulations

Students in graduate and professional programs can find their Academic Policies in Graduate and Professional Academic Standards and Regulations (<https://catalog.luc.edu/academic-standards-regulations/graduate-professional/>) under their school. Any additional University Policies supercede school policies.

MSW Program Generalist 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:

1. 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;
2. use reflection and self-regulation to manage personal values and maintain professionalism in practice situations;
3. demonstrate professional demeanor in behavior; appearance; and oral, written, and electronic communication;
4. use technology ethically and appropriately to facilitate practice outcomes; and
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. 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:

1. apply and communicate understanding of the importance of diversity and difference in shaping life experiences in practice at the micro, mezzo, and macro levels;
2. present themselves as learners and engage clients and constituencies as experts of their own experiences; and
3. 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:

1. apply their understanding of social, economic, and environmental justice to advocate for human rights at the individual and system levels; and
2. 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:

1. use practice experience and theory to inform scientific inquiry and research;

2. apply critical thinking to engage in analysis of quantitative and qualitative research methods and research findings; and
3. 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:

1. Identify social policy at the local, state, and federal level that impacts well-being, service delivery, and access to social services;
2. assess how social welfare and economic policies impact the delivery of and access to social services;
3. 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:

1. apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks to engage with clients and constituencies; and
2. 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:

1. collect and organize data, and apply critical thinking to interpret information from clients and constituencies;
2. 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;
3. develop mutually agreed-on intervention goals and objectives based on the critical assessment of strengths, needs, and challenges within clients and constituencies; and
4. 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:

1. critically choose and implement interventions to achieve practice goals and enhance capacities of clients and constituencies;
2. apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in interventions with clients and constituencies;
3. use inter-professional collaboration as appropriate to achieve beneficial practice outcomes;
4. negotiate, mediate, and advocate with and on behalf of diverse clients and constituencies; and
5. 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:

1. select and use appropriate methods for evaluation of outcomes;
2. apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the evaluation of outcomes;
3. critically analyze, monitor, and evaluate intervention and program processes and outcomes; and
4. apply evaluation findings to improve practice effectiveness at the micro, mezzo, and macro levels.

MSW PROGRAM SPECIALIZED MICRO LEARNING OUTCOMES

Competency 1: Demonstrate Ethical and Professional Behavior

Social workers have an obligation to conduct themselves ethically and to engage in ethical decision-making. Social workers are knowledgeable about the value base of the profession, its ethical standards, and relevant law. Social workers recognize and manage personal values in a way that allows professional values to guide practice; make ethical decisions by applying standards of the National Association of Social Workers Code of Ethics and, as applicable, of the International Federation of Social Workers/International Association of Schools of Social Work Ethics in Social Work, Statement of Principles. Social workers tolerate ambiguity in resolving ethical conflicts and apply strategies of ethical reasoning to arrive at principled decisions. Advanced practitioners in clinical social work are knowledgeable about ethical issues, legal parameters, and shifting societal mores that affect the therapeutic relationship.

- Demonstrate professional use of self as a social worker, reflecting knowledge of personal professional strengths, limitations, challenges, and cooperatively resolving interpersonal conflicts.
- Demonstrate ethical use of advanced modalities in practice and any related technological applications.
- Demonstrate capacity to fulfill ethical obligation for advocating for social justice for clients, specifically anti-oppressive practice.
- Be able to recognize and manage ethical violations and resolve conflicting ethical obligations.

Competency 2: Engage Diversity and Difference in Practice

Social workers understand how diversity characterizes and shapes the human experience and is critical to the formation of identity. The dimensions of diversity are understood as the intersectionality of multiple factors including age, class, color, culture, disability, ethnicity, gender, gender identity and expression, immigration status, political ideology, race, religion, sex, and sexual orientation. Social workers appreciate 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 recognize the extent to which a culture's structures and values may oppress, marginalize, alienate, or create or enhance privilege and power; gain sufficient self-awareness to eliminate the influence of personal biases and values in working with diverse groups; recognize and communicate their understanding of the importance of difference in shaping life experiences; and view

themselves as learners and engage those with whom they work as informants. Advanced practitioners are knowledgeable about many forms of diversity and difference and how these influence the therapeutic relationship and clients' presenting issues. Advanced practitioners are knowledgeable about the ways in which various dimensions of diversity affect (a) explanations of illness, (b) help-seeking behaviors, and (c) healing practices (Cal-SWEC, 2006). Advanced practitioners are cultural beings and understand how clinical practice choices can be culture-bound.

- Demonstrate understanding of discrimination patterns in society and how macro, mezzo and micro-level oppression impacts micro-level social work practice with regard to race, class, gender, sexual orientation, gender identity, ability, age and any other social categories in which oppression occurs.
- Demonstrate understanding of the impact of intersectionalities of marginalized identities and associated oppressions and plans practice accordingly.
- Consistently uses self-reflexivity to examine and manage one's own biases based on oppressive patterns in society.

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

Upon completion of a learned understanding of advanced human rights, social, economic and environmental struggles of people, advanced micro practice social work students are able to identify their own roles in advocating for change. Identifying ways in which they can respect the dignity of others, honor social justice, and demonstrate ideals based on evidence-based practice research, students are able to present their critical thinking skills for individuals in the micro field of social work practice.

- Understands the human rights perspective as a way to integrate systemic change into micro-level practice, including global economic, ecological, human rights, and migratory patterns as they impact client systems.
- Ability to articulate human rights violations the client and client's system are experiencing, including environmental and economic issues that endanger the health of the client system.
- Demonstrates the ability to formulate how the practice is advancing the client and client system's human rights.

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

Students at the advanced level of micro practice are able to evaluate diverse clinical models and evaluate applicable research methodologies in order to make the best determination of applicability to particular client needs. Practice-informed research includes qualitative and quantitative ways of understanding what constitutes effective practice, considering the positionality of the clinician researcher and the social/political/historical context of the research.

- Demonstrate understanding of and be able to contribute to the evaluation of social research regarding advanced practice.
- Be able to critically evaluate and select potential practice models relevant for the clients' systems.

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:

- Communicate to stakeholders and policymakers the implications of policies and policy change in the lives of clients.
- Conduct and design a plan of organizational analysis and change, working with relevant constituencies, to evaluate interventions that impact clients and communities utilizing best practice models reflecting social work values, ethics, and the mission of the organization.
- Collect, maintain, interpret, and analyze data from both internal and external organizational environments, the community of stakeholders and diverse client groups to identify and prioritize social problems.
- Recognize how oppression and social injustice affects client groups, organizations and communities and being proactive in intervening for human rights and justice.
- Understand strategies and techniques for advocating at local, state, and federal levels in policy development.

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

At the specialized level social workers build on their generalist understanding of engagement by practicing with a variety of cases involving individuals, families, groups, organizations, and communities both in the classroom and in the field. Social workers critically analyze their knowledge of human relationships within a social/political/historical context applying an ecological perspective to advance practice effectiveness.

As they deepen their grasp of how their personal experiences and affective reactions impact their ability to effectively engage with diverse clients and constituencies, they are able to apply their skills in relationship-building and inter-professional collaboration to facilitate engagement with clients, constituencies, and other professionals as appropriate. This includes taking into consideration the effects of the macro environment, such as issues around migration and its impact on client systems at the micro levels.

- Implements and describes the use of reflective listening tools when needed to engage and empower members of families, and groups.
- Applies culturally appropriate resources available to assist with problem solving.

- Recognizes and describes self-reflective competency in identifying bias, countertransference, and potential microaggressions when engaging diverse client systems.

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

Once social workers understand that assessment is an ongoing component of the dynamic and interactive process of social work practice within a diverse and antiracist framework, they can use their relational skills to select and apply theories of human behavior taking into consideration the social/political environment. In addition, they can critically evaluate and apply this knowledge to facilitate assessment of needs with clients and constituencies, including individuals, families, groups, organizations, and communities. Social workers relate methods of assessment with diverse clients and constituencies to advance practice effectiveness. Social workers integrate the larger practice context in the assessment process such as migration and other factors and include interprofessional collaboration as relevant. Social workers are self-aware and can articulate the ways in which their personal experiences and affective reactions may influence their assessment and decision-making, including social dimensions of privilege. Social workers at the specialized level also:

- Collect and organize data to support their professional decision-making as well as demonstrate critical thinking to interpret information from clients and constituencies.
- Illustrate 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 understanding the lack of political neutrality in their work.
- Exemplify a process in which mutually agreed-on intervention goals and objectives are generated based on the critical assessment of strengths, needs, and challenges within clients and constituencies in their social environment; and
- Convey a deeper understanding of how to select appropriate intervention strategies informed by assessment, research knowledge, and values and preferences of clients and constituencies through the exercise of antiracist practice principles.

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

Social workers understand they have a plethora of treatment models from which to choose in tailoring interventions to be maximally effective with clients. Remaining up to date about the multiple forms of available evidence concerning the effectiveness of these models for client systems, social workers choose models that are most suited to advance the client's self-determination and to empower the client in relation to larger social systems that often are oppressive. Social workers co-formulate intervention goals with clients, ensuring those are revised as the client accomplishes one goal and seeks to move on to the next. Social workers consider how the client responds to different ways social workers use themselves (active expressions empathy v. quiet listening, degrees of self-disclosure and reticence for instance) and examine how the client responds so as to offer the client a relationship that fosters engagement and client progress. Social workers attend to the powerful meaning the relationship can have for the client, understand dynamics of transference, relate using cultural humility so as to learn from clients

about cultures different than the social worker's, refrain from words or actions that can hurt the client, and carry out treatment respectfully to advance the client's dignity and resilience.

- Self-reflective understanding of the professional use of self in interventions with diverse types of client systems in order to understand and challenge oppressive social forces as well as to avoid perpetuating racist biases, microaggressions, and disempowerment of clients.
- Using supervision and consultation appropriate to developing skills for advanced and interdisciplinary practice.
- Demonstrating an ability to intervene collaboratively and collectively with clients in choice of treatment plans and their implementation.

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

Social workers understand that evaluation of practice is an ongoing activity. Social workers plan ahead for evaluating the treatment by reflectively articulating choice of intervention theory and model, formulating intervention goals that are amenable to evaluation, and planning how to keep notes that foster reflection about client progress. Social workers understand evaluation is participatory – it occurs with clients in various ways both spontaneous and planned – and so the social worker pays attention to client's opinions about whether and how the intervention is helpful. Social workers make use of a diversity of models for evaluating treatment, such as participatory consumer evaluation interviews with groups, organizations, and communities; process notes with individual clients, families, and groups; engaging communities and smaller systems in reflecting on those relationship processes that bring about desired changes. Social workers understand that interventions can unintentionally include discriminations (microaggressions) and continually evaluate their practice with an eye to remedying and avoiding those discriminations.

- Demonstrate understanding of the logic and method of single case evaluation of practice from diverse theoretical and methodological perspectives.
- Competently demonstrate case evaluation, including identifying problems and their resolution, the fulfillment of goals co-identified with client, and managing systemic problems that impinge on client well-being.
- Demonstrates competence in incorporating client feedback processes in planning and carrying out the intervention plan.

MSW PROGRAM SPECIALIZED LMMP 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:

- Practice self-reflection and self-evaluation in working through competing personal and professional values.
- Apply an anti-racist and anti-oppressive framework to macro practice decision-making, considering NASW and IFSW ethical codes, research and practice-based knowledge, and applicable legal and policy information.
- Promote policies for organizational, community, and policy change that reflect social work values and challenge inequities.
- Demonstrate an understanding of social work supervision as an accountability mechanism in supporting ethical and professional social work practice.
- Identify discrimination and marginalization and prioritize the voices of affected populations.

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:

- Demonstrate proficiency in choosing and using a variety of communication styles to engage with people of various political ideologies, religious and cultural backgrounds, and points of view.
- Create engagement strategies that are inclusive and consider systems of power and intersectional identities, including areas of racism, sexism, nativism, etc.
- Recognize the discrepancies that may arise between respecting cultural differences of clients and constituencies and the Universal Declaration of Human Rights
- Develop leadership and other teams that reflect the diversity of the communities in which they work.

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:

- Integrate knowledge of international human rights conventions and covenants, as well as human rights theories and frameworks, into practice that addresses social, economic, and environmental justice.
- Critically examine the political process to participate in organizational, community, and policy change addressing human rights and social justice
- Identify human rights and justice issues of clients and constituents.
- Develop strategies to address human rights and justice issues and to evaluate outcomes with key stakeholders.

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:

- Critically analyzes research results on best practices in management and supervision from a variety of disciplines.
- Develop research questions with input from stakeholders and analysis of how the research process may impact, both positively and negatively, clients, programs, organizations, communities, and/or policies. Intentionally include the voices and experiences of those most affected by any type of inequality into the research process
- Critically analyze research findings and practice models to inform practice at all levels of macro practice, including teams, organizations, community, and policy
- Identify possible barriers and resistance to the conduct and dissemination of research, as well as any ethical, political, and other dilemmas that may arise.

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:

- Communicate to stakeholders and policymakers the implications of policies and policy change in the lives of clients.
- Conduct and design a plan of organizational analysis and change, working with relevant constituencies, to evaluate interventions

that impact clients and communities utilizing best practice models reflecting social work values, ethics, and the mission of the organization.

- Collect, maintain, interpret, and analyze data from both internal and external organizational environments, the community of stakeholders and diverse client groups to identify and prioritize social problems.
- Recognize how oppression and social injustice affects client groups, organizations and communities and being proactive in intervening.

for human rights and justice.

- Understand strategies and techniques for advocating at local, state, and federal levels in policy development.

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:

- Demonstrate ability to identify a comprehensive range of stakeholders in the relevant practice setting: organization, community, and/or policy.
- Demonstrate self-awareness and professional behavior in engaging with individuals, teams, community groups and organizations.
- Demonstrate verbal, written, and digital skills to engage multiple, diverse constituencies.
- Understand and demonstrate effective group and team facilitation and mediation process skills that facilitate engagement and collaboration.
- Define and recognize their own and others' leadership skills to effectively promote stakeholder engagement and change.

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:

- Analyze power distributions to identify influential decision-makers, whether formal or informal, among individuals, teams, organizations, communities, and other institutional entities
- Identify and create mezzo and macro interventions based on an assessment and analysis of assets, needs, benefits, service gaps, rights, and power and resource distributions.
- Demonstrate ability to collaborate with stakeholders throughout the assessment process.
- Analyze collected data and communicate summaries of the data in written and oral form as appropriate.
- Present options for intervention based on data-informed assessments.
- Articulate the benefits and drawbacks of various metrics, analytical methods and tools, and data sources (primary & secondary, quantitative & qualitative)

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:

- Articulates ethically sound, social work value-centered supervision strategies for employees, including performance reviews and corrective action plans.
- Engage with stakeholders in the identification of issues and policies that impact individual well-being and the communities and organizations that support them.
- Mobilize constituents to participate and lead in issue analysis and formulation of corresponding advocacy agendas with effective strategies and tactics to advance meaningful change for social justice, equity, and inclusion.
- Participate in coalitions, networks, professional associations, and community based organizing efforts to leverage political capital to challenge unjust structures of power and effect positive change.
- Formulate and persuasively communicate cogent arguments through effective written and oral formats that reach diverse audiences and utilize varied platforms.

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:

- Demonstrate ethical knowledge and awareness of evaluation guidelines that can be employed in assessment of practice and ensure confidentiality of engaged participants.
- Comprehend evaluation norms, benchmarks and guidelines as approved by NASW and CSWE that allow accurate and impartial assessments at all levels of social work practice.
- Illustrate comprehensive knowledge of human rights-based understanding of evaluation design, methods, approaches, and analysis that can be applied in simple to complex settings within social work mezzo and macro policy and organizational environments.
- Distinguish, explain, and apply various types of theories of change and logic models to understand systems thinking to identify and facilitate growth-oriented evaluative mindsets among all stakeholders.