CSWE Educational Policy and Accreditation Standards (EPAS) Competencies:

2.1.1. Identify as a professional social worker and conduct oneself accordingly.

GSSWSR Advanced Community Practice, Policy & Advocacy Concentration Practice Behaviors:

1. Actively engage in a commitment to social justice and human rights
2. Effectively use reflection, supervision, and self-correction on both personal level and collective (community, identity group(s), organizational, regional, national, etc.) levels
3. Appropriately undertake self-directed, autonomous action, and collective action following the lead of multiple stakeholders and constituencies
4. Balance the variety of roles, relationships, and priorities within which macro social workers practice
5. Demonstrate an ability to (a) build, (b) take part in, (c) evaluate, and (d) improve collaborations and project teams
6. Effectively communicate, individually and collectively, using a variety of modes (written, oral, multimedia)

2. 1.2. Apply social work ethical principles to guide professional practice.

GSSWSR Advanced Community Practice, Policy & Advocacy Concentration Practice Behaviors:

7. Apply ethical standards and values from NASW, CSWE, IFSW/IASSW to work with organizations and communities
8. Promote justice within organizations and communities, through investigating, understanding, and addressing historical and present power relationships and modes of domination and oppression
9. Apply ethical reasoning to sort through the ambiguities and conflicting priorities in macro social work

2.1.3. Apply critical thinking to inform and communicate professional judgments.

GSSWSR Advanced Community Practice, Policy & Advocacy Concentration Practice Behaviors:

10. Critically evaluate multiple frameworks and approaches to make reasoned decisions for action
11. Demonstrate an ability to work flexibly within ambiguous and rapidly-shifting situations
12. Demonstrate the application of empirically sound and reasoned steps toward collaborative problem solving across diverse constituencies

2.1.4. Engage Diversity and Difference in Practice.

GSSWSR Advanced Community Practice, Policy & Advocacy Concentration Practice Behaviors:

13. Demonstrate an ability to reflect on, act responsibly on, and communicate about personal and collective positionality, power, and biases, including how these dynamics affect communities and organizations, social movements, and policy development
14. View as experts, engage with, and ensure the participation of diverse and marginalized community and organizational constituents by identifying and accommodating multilingual and non-literate needs, gender power dynamics, and access for disabilities in assessing, planning and implementing interventions
15. Be able to discuss the historical and present tensions of within social work with communities and organizations, including (a) the role of historical trauma and collective resilience; (b) the dynamics of insider/outsider tensions; and (c) the practical and philosophical issues regarding work that crosses multiple, interconnected factors including (but not limited to) age, race, class, color, nationality, culture, disability, ethnicity, gender, gender identity, religion, political ideology, immigration status, sex and sexual orientation

2.1.5. Advocate for human rights and social justice.

GSSWSR Advanced Community Practice, Policy & Advocacy Concentration Practice Behaviors:

16. Discuss and critically evaluate the historical and political contexts of, and macro social work’s traditions around, human rights and social and economic justice, including legacies of structural power arrangements
17. Be able to use existing and develop new evaluative indicators to determine collective (social, economic, political, and environmental) wellbeing
18. Individually and collectively advocate for human rights
2.1.6. **Engage in research-informed practice and practice-informed research.**

GSSWSR Advanced Community Practice, Policy & Advocacy Concentration Practice Behaviors:

19. Collectively and individually demonstrate skills in collecting, organizing, and analyzing quantitative and qualitative data and in using data to prepare and present professional products for community agencies.

20. Manage group and community-based research efforts, including the following and/or integration of members of communities and organizations in all steps of research (goals, questions, design, collection, analyses, interpretation).

21. Identify and utilize best practice, evidence-informed research to understand issues and to develop and implement community and organizational interventions.

2.1.7. **Apply knowledge of human behavior in the social environment.**

GSSWSR Advanced Community Practice, Policy & Advocacy Concentration Practice Behaviors:

22. Assess and analyze communities and organizations as social systems with life cycles and arrangements of connections.

23. Utilize the potential and/or realized connections between and among individuals, collectives, and places in all stages of macro practice.

24. Actively engage with communities and organizations to plan, recommend, and evaluate interventions emphasizing diverse contexts (cultural, historical, social, economic, and political).

2.1.8. **Engage in policy practice to advance social and economic well-being.**

GSSWSR Advanced Community Practice, Policy & Advocacy Concentration Practice Behaviors:

25. Analyze policies from historical, current, and global perspectives with particular understanding of the role of social, economic, and political forces on policy formulation, and the implications for less powerful and oppressed groups.

26. Work collaboratively to formulate and promote policies that advance social justice, the effectiveness of social services, and collective wellbeing.

2.1.9. **Respond to contexts that shape practice.**

GSSWSR Advanced Community Practice, Policy & Advocacy Concentration Practice Behaviors:

27. Strengthen and aid in the development of communities, groups, and organizations through (a) collaboration in all stages of macro practice (engagement, assessment, intervention, and evaluation); (b) joint problem identification and strategic planning; and (c) leadership development of self and others.

28. Actively discover and utilize strengths and knowledge (both new and old) from the cultural, geographical, political, legal, economic, environmental, technological, and scientific contexts within communities and organizations to inform macro practice.

2.1.10. **Engage, assess, intervene and evaluate with individuals, families groups, organizations and communities.**

GSSWSR Advanced Community Practice, Policy & Advocacy Concentration Practice Behaviors:

29. Demonstrate networking, facilitative, and technical knowledge and skills needed for collaborative efforts within community and organizational engagement, assessment, intervention, and evaluation (e.g. distributive leadership, facilitation, participatory problem/priority identification, decision making, conducting effective meetings, team building, communication, supervision, conflict resolution, management of individuals and task groups, budgeting, fundraising).

30. Actively draw on multiple theories and frameworks within community and organizational engagement, assessment, intervention, and evaluation (e.g. organizational and systems theories; theories of change; theories of community development/organization; theories of policy advocacy).

31. Demonstrate effective, logical movement through the engagement-assessment-intervention-evaluation cycle, including constructing and using logic models to guide the process.
List of CSWE Ten Core Competencies and Corresponding GSSWSR Advanced Community Practice, Policy & Advocacy Concentration Practice Behaviors, continued

Engagement:
32. Engage with communities and organizations in a kind, collaborative, transparent manner that reflects mutuality
33. Demonstrate effective verbal and nonverbal communication skills

Assessment:
34. Develop relevant and mutually agreed-upon questions for assessment
35. Undertake a variety of strategies and presentation formats for community assessments
36. Demonstrate skills in collecting, organizing, and analyzing quantitative and qualitative data for an assessment (e.g. surveys, interviews, focus groups, visual methods)
37. Articulate attempts at navigating insider/outsider tensions, including conflicts between “prescribed” goals and community priorities in needs assessments
38. Appreciate the differences among research led by, done with, and done on communities

Intervention:
39. Use an assessment to draw logical, collaborative implications for programmatic and policy interventions
40. Design collaborative programmatic and policy interventions, using well-reasoned theories of change strategies selected from a well-considered range of theories and strategies
41. Communicate, orally and in writing, effective proposals for intervention plans across areas of macro practice, including organizations, communities, and policy areas

Evaluation:
42. Differentiate between and be able to isolate the advantages and disadvantages of different types of evaluation, including summative and formative; process and outcome
43. Critically evaluate why programs succeed or fail, including theories of program cause and effect and issues of implementation
44. Understand and use theories of change for evaluation of various program and policy issues