

MSW Competencies and Practice Behaviors

The Educational Policy and Accreditation Standards (EPAS 2022) of CSWE measure learning outcomes according to competencies defined by practice behaviors appearing at foundation and concentration levels of learning. The MSW program at Ramapo College has adopted CSWE’s competencies, practice behaviors, and advanced generalist practice behaviors.

Competency	Practice Behaviors	Advanced Practice Behaviors
Competency 1: Demonstrate Ethical and Professional Behavior	Make ethical decisions by applying the standards of the National Association of Social Workers Code of Ethics, relevant laws and regulations, models for ethical decision making, ethical conduct of research, and additional codes of ethics within the profession as appropriate to the context.	Demonstrate leadership in applying ethical reasoning across complex or interdisciplinary settings, drawing from professional codes, relevant laws, and decision-making models.
	Demonstrate professional behavior; appearance; and oral, written, and electronic communication	Independently integrate critical self-reflection and self-regulation into practice by identifying personal values, managing boundaries, and adapting professional behavior to diverse contexts.
	Use technology ethically and appropriately to facilitate practice outcomes	Critically evaluate and apply ethical use of digital platforms, data systems, and emerging technologies to support effective and accountable practice.
	Use supervision and consultation to guide professional judgment and behavior	
Competency 2: Advance Human Rights and Social, Racial, Economic, and Environmental Justice	Advocate for human rights at the individual, family, group, organizational, and community system levels	Critically analyze systems of injustice and advocate for change in ways that are ethical, respectful, and appropriate to the professional context.
	Engage in practices that advance human rights to promote social, racial, economic, and environmental justice	Integrate human rights frameworks into all levels of practice, using an intersectional lens to address multiple forms of oppression.

<p>Competency 3: Engage Anti-Racism, Diversity, Equity, and Inclusion (ADEI) in Practice</p>	<p>Demonstrate anti-racist and anti-oppressive social work practice at the individual, family, group, organizational, community, research, and policy levels</p>	<p>Consistently apply anti-racist and anti-oppressive frameworks by critically assessing practice settings and addressing systemic inequities.</p>
	<p>Demonstrate cultural humility by applying critical reflection, self-awareness, and self-regulation to manage the influence of bias, power, privilege, and values in working with clients and constituencies, acknowledging them as experts of their own lived experiences</p>	<p>Use intersectional analysis and cultural humility to adjust approaches to client engagement, program delivery, and interprofessional collaboration.</p>
		<p>Actively elevate client and community voice in decision-making by deferring to lived experience as a central source of expertise.</p>
<p>Competency 4: Engage in Practice-Informed Research and Research-Informed Practice</p>	<p>Apply research findings to inform and improve practice, policy, and programs</p>	<p>Select and integrate research that is culturally responsive and critically informed to support interventions, organizational change, and program development.</p>
	<p>Identify ethical, culturally informed, anti-racist, and anti-oppressive strategies that address inherent biases for use in quantitative and qualitative research methods to advance the purposes of social work</p>	<p>Collaborate in the design or implementation of practice-based evaluations or inquiries that reflect anti-oppressive and ethical research methods.</p>
		<p>Critically assess the relevance and limitations of existing evidence in the context of client needs and practice settings.</p>
<p>Competency 5: Engage in Policy Practice</p>	<p>Use social justice, anti-racist, and anti-oppressive lenses to assess how social welfare policies affect the delivery of and access to social services</p>	<p>Engage in critical policy analysis by evaluating the real-world effects of policy on historically marginalized groups and proposing responsive alternatives.</p>
	<p>Apply critical thinking to analyze, formulate, and advocate for policies that advance human</p>	<p>Use policy frameworks to inform practice decisions and contribute to agency or system-level change efforts.</p>

	rights and social, racial, economic, and environmental justice	
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	Apply knowledge of human behavior and person-in-environment, as well as interprofessional conceptual frameworks, to engage with clients and constituencies	Integrate and apply advanced knowledge of person-in-environment and systems theories to build effective engagement strategies across diverse practice settings.
	Use empathy, reflection, and interpersonal skills to engage in culturally responsive practice with clients and constituencies	Demonstrate initiative in building collaborative relationships with individuals, groups, or communities by using intentional interpersonal and professional communication skills.
		Use reflection and critical thinking to tailor engagement approaches that consider cultural, environmental, and contextual factors influencing participation.
Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities	Apply theories of human behavior and person-in-environment, as well as other culturally responsive and interprofessional conceptual frameworks, when assessing clients and constituencies	Conduct comprehensive assessments that integrate systems-level analysis, contextual factors, and strengths-based frameworks across individual, group, and organizational levels.
	Demonstrate respect for client self-determination during the assessment process by collaborating with clients and constituencies in developing a mutually agreed-upon plan	Collaborate with clients, groups, or constituencies to co-construct assessment processes that reflect their goals, perspectives, and expertise.
		Select and adapt assessment methods appropriate for the population, setting, and practice focus, using critical analysis and feedback from supervision.
Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities	Engage with clients and constituencies to critically choose and implement culturally responsive, evidence-informed interventions to achieve client	Independently select and implement interventions that are evidence-informed, contextually appropriate, and aligned with client or community-defined

	and constituency goals	goals.
	Incorporate culturally responsive methods to negotiate, mediate, and advocate with and on behalf of clients and constituencies.	Apply negotiation, facilitation, and advocacy skills across systems to support effective culturally responsive interventions with diverse populations.
		Evaluate and revise intervention strategies through self-reflection, collaboration, and feedback from clients, supervisors, or team members.
Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	Select and use culturally responsive methods for evaluation of outcomes	Design or contribute to culturally responsive evaluation strategies that assess both process and outcomes across micro, mezzo, or macro systems.
	Critically analyze outcomes and apply evaluation findings to improve practice effectiveness with individuals, families, groups, organizations, and communities.	Use evaluation findings to make informed decisions about improving services, programs, or interventions in collaboration with clients or stakeholders.
		Critically reflect on outcome data, incorporating equity considerations, client voice, and organizational context into continuous quality improvement.