

**ALBANY STATE UNIVERSITY**  
**MASTER OF SOCIAL WORK PROGRAM**  
**MISSION STATEMENT, GOALS, COMPETENCIES, AND BEHAVIORS**  
**2022 EPAS**

**MISSION STATEMENT**

*The mission of the Master of Social Work program is to advance social, economic and environmental justice by preparing students for competent, empowering service with children, families, and vulnerable adults of diverse backgrounds across the lifespan.*

#	MSW Program Goals Areas	MSW Program Goals	MSW Generalist Competencies	Generalist Practice Behaviors <b>Generalist Year</b>	MSW Specialized Practice Competencies	Specialized Clinical Practice Behaviors <b>Specialized Practice Year</b>
1	<b>DEMONSTRATE ETHICAL AND PROFESSIONAL BEHAVIOR</b>	Ensure that social work students 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. Ensure that social work students understand frameworks of ethical decision-making and how to apply principles of critical thinking to those frameworks in practice, research and policy arenas. Ensure that social work students recognize personal values and the distinction between personal and professional values. Ensure they also understand how their	The MSW student will apply social work ethical principles to guide professional behavior and practice.	(1a.) Demonstrate the ability to make ethical decisions by applying the standards of the <i>NASW Code of Ethics</i> , relevant laws and regulations, models for ethical use of decision-making, ethical conduct of research, and additional codes of ethics as appropriate to the context  (1b.) Demonstrate the ability to use reflection and self-regulation to manage personal values and maintain professionalism in practice situations  (1c.) Demonstrate professional demeanor in behavior, appearance, and in oral, written and electronic communication	The MSW student will apply social work ethical principles, codes, relevant laws and regulations to their clinical social work practice with children, families and vulnerable adults.	(1aSP.) Demonstrate the ability to make ethical decisions in clinical social work practice by applying the standards of the <i>NASW Code of Ethics</i> , the <i>NASW Standards for Clinical Social Work in Social Work Practice</i> , the Georgia Composite Board of Professional Counselors, Social Workers, and Marriage and Family Therapist, Rules and Regulations Chapter 135-7, <i>Code of Ethics</i> , relevant laws and regulations, models for ethical decision-making, ethical conduct in research, and additional codes of ethics, as appropriate to the context.

		<p>personal experiences and affective reactions influence their professional judgment and behavior. Ensure that social work students understand the profession's history, its mission, and the roles and responsibilities of the profession. Ensure that social work students understand the role of other professions when engaged in inter-professional teams. Ensure that social work students recognize the importance of life-long learning and are committed to continually updating their skills to ensure they are relevant and effective. Ensure that social work students understand emerging forms of technology and the ethical use of technology in social work practice.</p>		<p>(1d.) The Student will demonstrate an understanding of how technology provides tools and opportunities to improve practice outcomes and promote social justice when utilized from an ethical social work perspective.</p> <p>(1e.) Demonstrate the ability to use supervision and consultation to guide professional judgment and behavior</p>		<p>(1bSP.) Demonstrate an understanding of how personal experiences and affective reactions may impact professional clinical judgment and behavior along with strategies to effectively manage them.</p>
2	<b>ENGAGE DIVERSITY, EQUITY AND INCLUSION IN PRACTICE</b>	<p>Ensure that MSW students are knowledgeable about, and sensitive to, how the intersection of</p>	<p>The MSW student will effectively engage diversity,</p>	<p>(2a.) Demonstrate the ability to effectively apply and communicate an understanding of the importance of diversity,</p>	<p>The MSW student will effectively engage diversity, equity and inclusion in their</p>	<p>(2aSP.) Demonstrate the ability to research and utilize culturally sensitive and effective services with children,</p>

	<p><i>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, nationality, political ideology, race, religion/spirituality, sex, sexual orientation, and tribal sovereign status.</i></p>	<p>such multiple life experiences as oppression, poverty, marginalization, alienation, privilege, power and acclaim, based upon such factors as age, class, color, culture, disability and ability, ethnicity, gender, gender identity and expression, immigration status, marital status, <b>nationality</b>, political ideology, race, religion/spirituality, sex, sexual orientation, and tribal sovereign status, characterizes and shapes human experience and identity formation.</p>	<p><b>equity and inclusion in their practice at the micro, mezzo and macro levels</b></p>	<p><b>equity and inclusion in shaping life experiences in local-global interdependent practice at the micro, mezzo and macro levels.</b></p> <p>(2b.) Demonstrate the ability to present self as learner with cultural humility and engage clients and constituencies as experts of their own experiences.</p> <p>(2c.) Demonstrate the ability to effectively apply self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse clients and constituencies</p>	<p><b>clinical social work practice with children, families and vulnerable adults.</b></p>	<p>families and/or vulnerable adults</p> <p>(2bSP.) Demonstrate the ability to effectively incorporate diversity, equity and inclusion in practice with children, families and/or vulnerable adults</p>
3	<p><b>ADVANCE HUMAN RIGHTS AND SOCIAL, ECONOMIC AND ENVIRONMENTAL JUSTICE</b></p>	<p>Ensure that MSW students work to advance such fundamental human rights as freedom, safety, privacy, an adequate standard of living, health care and education, and understand strategies designed to eliminate oppressive structural barriers to ensure that social goods, rights, and responsibilities</p>	<p>The MSW student will advance human rights and social, economic and environmental justice.</p>	<p>(3a.) Demonstrate the ability to effectively apply an understanding of social, economic, and environmental justice to advocate for human rights at the individual and system levels</p> <p>(3b.) Demonstrate the ability to engage in practice that advances social, economic, and environmental justice</p>	<p>The MSW student will advance human rights and social, economic and environmental justice in their clinical social work practice with children, families and vulnerable adults.</p>	<p>(3aSP.) Demonstrate the ability to engage in practice with children, families and/or vulnerable adults in a manner that advances social, economic and/or environmental justice</p>

		are distributed equitably and that civil, political, environmental, economic, social and cultural human rights are protected.				
4	<b>ENGAGE IN PRACTICE-INFORMED RESEARCH AND RESEARCH-INFORMED PRACTICE</b>	Ensure that MSW students possess the knowledge and skills to understand scientific and ethical approaches to building knowledge and the ability to use practice experience to inform research, employ evidence-based interventions, evaluate their own practice and use both qualitative and quantitative research findings to improve practice, policy, social service delivery, and to advance the science of social work.	The MSW student will engage in research-informed practice and practice-informed research.	(4a.) Demonstrate the ability to use practice experience and theory to inform scientific inquiry and research  (4b.) Demonstrate the ability to apply critical thinking to engage in analysis of quantitative and qualitative research methods and research findings  (4c.) Demonstrate the ability to use and translate research evidence to inform and improve practice, policy, and service delivery.	The MSW student will engage in practice-informed research and research-informed clinical social work practice with children, families and vulnerable adults.	(4aSP.) Demonstrate the ability to effectively translate research findings into effective practice with children, families, and/or vulnerable adults
5	<b>ENGAGE IN POLICY PRACTICE</b>	Ensure that MSW students possess an understanding of how human rights, social justice, and social welfare and services are mediated by policy and its implementation at the federal, state, and local levels.	The MSW student will engage in effective policy practice to advance social, economic, and environmental well-being and deliver	(5a.) Demonstrate the ability to identify social policy at the local, state, and federal levels that impact wellbeing, service delivery, and access to social services.  (5b.) Demonstrate the ability to assess how social welfare and	The MSW student will engage in effective policy practice to advance social, economic and environmental wellbeing and deliver effective social work services to	(5aSP.) Demonstrate the ability to advocate with clients and constituencies to inform and influence agency, local, state, federal or global policies that impact children, families, and/or vulnerable adults

		Ensure that MSW students understand their role in policy formulation, analysis, implementation and evaluation within their practice settings at the micro, mezzo, and macro levels, and actively engaging in policy practice to affect change within those settings.	effective social work services.	economic policies impact the delivery of, and access to, social services.  (5c.) Demonstrate the ability to apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, economic, and environmental justice.	children, families and vulnerable adults.	
6	<b>ENGAGE WITH INDIVIDUALS, FAMILIES, GROUPS, ORGANIZATIONS AND COMMUNITIES</b>	Ensure that MSW students understand theories of human behavior and the social environment and are able to critically evaluate and apply this knowledge to facilitate engagement with diverse clients and constituencies, including individuals, families, groups, organizations, and communities.	The MSW student will effectively engage with diverse individuals, families, groups, organizations, and communities.	(6a.) Demonstrate the ability to effectively apply knowledge of human behavior and the social environment, the person-in-the-environment perspective, and other multidisciplinary theoretical frameworks to engage with clients and constituencies  (6b.) Demonstrate the ability to use empathy, reflection, and interpersonal skills to effectively engage diverse clients and constituencies.	The MSW student will effectively engage with diverse children, families and vulnerable adults in their clinical social work practice.	(6aSP.) Demonstrate the ability to develop a culturally responsive professional relationship with children, families and/or vulnerable adult clients
7	<b>ASSESS INDIVIDUALS, FAMILIES, GROUPS, ORGANIZATIONS</b>	Ensure that MSW students understand theories of human behavior and the social environment and are able to	The MSW student will effectively assess diverse individuals, families,	(7a.) Demonstrate the ability to collect and organize data, and apply critical thinking to interpret information	The MSW student will effectively assess children, families and vulnerable adults in their clinical	(7aSP.) Demonstrate the ability to effectively use multi-dimensional assessment tools with children, families

	<b>AND COMMUNITIES</b>	critically evaluate and apply this knowledge in the assessment of diverse clients and constituencies, including individuals, families, groups, organizations and communities.	groups, organizations, and communities in their social work practice.	<p>from clients and constituencies</p> <p>(7b.) Demonstrate the ability to effectively apply knowledge of human behavior and the social environment, the person-in-the-environment perspective, and other multidisciplinary theoretical frameworks in the analysis of assessment data from clients and constituencies</p> <p>(7c.) Demonstrate the ability to develop mutually agreed-on intervention goals and objectives based on the critical assessment of strengths, needs, and challenges within clients and constituencies</p> <p>(7d.) Demonstrate the ability to select appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of clients and constituencies</p>	social work practice.	and/or vulnerable adult clients
8	<b>INTERVENE WITH INDIVIDUALS, FAMILIES,</b>	Ensure that MSW students are knowledgeable about	The MSW student will effectively	(8a.) Demonstrate the ability to critically choose and implement	The MSW student will effectively intervene with	(8aSP.) Demonstrate the ability to critically evaluate, select, and

	<p><b>GROUPS, ORGANIZATIONS AND COMMUNITIES</b></p>	<p>evidence-informed interventions that are able to achieve the goals of clients and constituencies, including individuals, families, groups, organizations and communities.</p> <p>Ensure that MSW students are able to identify, analyze, and implement theory-directed, evidence-informed interventions to achieve client and constituency goals.</p>	<p>intervene with individuals, families, groups, organizations, and communities.</p>	<p>interventions to achieve practice goals and enhance capacities of clients and constituencies</p> <p>(8b.) Demonstrate the ability to effectively apply knowledge of human behavior and the social environment, the person-in-the-environment perspective, and other multidisciplinary theoretical frameworks in interventions with clients and constituencies</p> <p>(8c.) Demonstrate the ability to use inter-professional collaboration, as appropriate, to achieve beneficial practice outcomes</p> <p>(8d.) Demonstrate the ability to negotiate, mediate, and advocate with, and on behalf of, diverse clients and constituencies</p> <p>(8e.) Demonstrate the ability to facilitate effective transitions and endings that advance</p>	<p>children, families and vulnerable adults in their clinical social work practice.</p>	<p>apply evidence-based interventions with children, families, and/or vulnerable adult clients</p> <p>(8bSP.) Demonstrate the ability to effectively collaborate with other professionals to coordinate appropriate services for children, families, and/or vulnerable adult clients.</p>
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				mutually agreed-on goals		
9	<b>EVALUATE PRACTICE WITH INDIVIDUALS, FAMILIES, GROUPS, ORGANIZATIONS AND COMMUNITIES</b>	Ensure that MSW students understand the theories of human behavior and the social environment and can critically evaluate and apply that knowledge to evaluating processes and outcomes in order to advance practice effectiveness.	The MSW student will evaluate social work processes and outcomes with individuals, families, groups, organizations, and communities.	<p>(9a.) Demonstrate the ability to select and use appropriate methods for evaluation of outcomes</p> <p>(9b.) Demonstrate the ability to apply knowledge of human behavior and the social environment, the person-in-the-environment perspective, and other multidisciplinary theoretical frameworks in the evaluation of outcomes</p> <p>(9c.) Demonstrate the ability to critically analyze, monitor, and evaluate intervention and program processes and outcomes</p> <p>(9d.) Demonstrate the ability to apply evaluation findings to improve practice effectiveness at the micro, mezzo, and macro levels.</p>	The MSW student will evaluate social work processes and outcomes in their clinical social work practice with children, families and vulnerable adults.	(9aSP.) Demonstrate the ability to evaluate the processes and/or outcomes of clinical practice with children, families and/or vulnerable adult clients



