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.

	competent, empowering service with children, families, and vulnerable adults of diverse backgrounds across the lifespan.						
#	MSW Program	MSW Program	MSW	Generalist Practice	MSW Specialized	Specialized Clinical	
	Goals Areas	Goals	Generalist	Behaviors	Practice	Practice Behaviors	
			Competencies	Generalist Year	Competencies	Specialized Practice	
						Year	
1	DEMONSTRATE	Ensure that social	The MSW	(1a.) Demonstrate the	The MSW student	(1aSP.) Demonstrate	
	ETHICAL AND	work students	student will	ability to make ethical	will apply social	the ability to make	
	PROFESSIONAL	understand the value	apply social	decisions by applying	work ethical	ethical decisions in	
	BEHAVIOR	base of the profession	work ethical	the standards of the	principles, codes,	clinical social work	
		and its ethical	principles to	NASW Code of Ethics,	relevant laws and	practice by applying	
		standards, as well as	guide	relevant laws and	regulations to their	the standards of the	
		relevant laws and	professional	regulations, models for	clinical social	NASW Code of	
		regulations that may	behavior and	ethical use of decision-	work practice with	Ethics, the NASW	
		impact practice at the	practice.	making, ethical conduct	children, families	Standards for Clinical	
		micro, mezzo and		of research, and	and vulnerable	Social Work in Social	
		macro levels. Ensure		additional codes of	adults.	Work Practice, the	
		that social work		ethics as appropriate to		Georgia Composite	
		students understand		the context		Board of Professional	
		frameworks of ethical				Counselors, Social	
		decision-making and		(1b.) Demonstrate the		Workers, and	
		how to apply		ability to use reflection		Marriage and Family	
		principles of critical		and self-regulation to		Therapist, Rules and	
		thinking to those		manage personal values		Regulations Chapter	
		frameworks in		and maintain		135-7, Code of Ethics,	
		practice, research and		professionalism in		relevant laws and	
		policy arenas. Ensure		practice situations		regulations, models	
		that social work		(4)		for ethical decision-	
		students recognize		(1c.) Demonstrate		making, ethical	
		personal values and		professional demeanor		conduct in research,	
		the distinction		in behavior, appearance,		and additional codes	
		between personal and		and in oral, written and		of ethics, as	
		professional values.		electronic		appropriate to the	
		Ensure they also		communication		context.	
		understand how their					

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

		such multiple life	equity and	equity and inclusion in	clinical social	families and/or
	The dimensions of	experiences as	inclusion in	shaping life experiences	work practice with	vulnerable adults
	diversity are understood	oppression, poverty,	their practice	in local-global	children, families	
	as the intersectionality of	marginalization,	at the micro,	interdependent practice	and vulnerable	(2bSP.) Demonstrate
	multiple factors, including	alienation, privilege,	mezzo and	at the micro, mezzo and	adults.	the ability to
	but not limited to age,	power and acclaim,	macro levels	macro levels.		effectively incorporate
	class, color, culture,	based upon such				diversity, equity and
	disability and ability,	factors as age, class,		(2b.) Demonstrate the		inclusion in practice
	ethnicity, gender, gender	color, culture,		ability to present self as		with children, families
	identity and expression, immigration status,	disability and ability,		learner with cultural		and/or vulnerable
	marital status, nationality,	ethnicity, gender,		humility and engage		adults
	political ideology, race,	gender identity and		clients and		
	religion/spirituality, sex,	expression,		constituencies as experts		
	sexual orientation, and	immigration status,		of their own		
	tribal sovereign status.	marital status,		experiences.		
		nationality, political		_		
		ideology, race,		(2c.) Demonstrate the		
		religion/spirituality,		ability to effectively		
		sex, sexual		apply self-awareness and		
		orientation, and tribal		self-regulation to		
		sovereign status,		manage the influence of		
		characterizes and		personal biases and		
		shapes human		values in working with		
		experience and		diverse clients and		
		identity formation.		constituencies		
3	ADVANCE	Ensure that MSW	The MSW	(3a.) Demonstrate the	The MSW student	(3aSP.) Demonstrate
	HUMAN RIGHTS	students work to	student will	ability to effectively	will advance	the ability to engage in
	AND SOCIAL,	advance such	advance	apply an understanding	human rights and	practice with children,
	ECONOMIC AND	fundamental human	human rights	of social, economic, and	social, economic	families and/or
	ENVIRONMENTAL	rights as freedom,	and social,	environmental justice to	and environmental	vulnerable adults in a
	JUSTICE	safety, privacy, an	economic and	advocate for human	justice in their	manner that advances
		adequate standard of	environmental	rights at the individual	clinical social	social, economic
		living, health care and	justice.	and system levels	work practice with	and/or environmental
		education, and			children, families	justice
		understand strategies		(3b.) Demonstrate the	and vulnerable	
		designed to eliminate		ability to engage in	adults.	
		oppressive structural		practice that advances		
		barriers to ensure that		social, economic, and		
		social goods, rights,		environmental justice		
		and responsibilities				

4	ENGAGE IN PRACTICE- INFORMED RESEARCH AND RESEARCH- INFORMED PRACTICE	are distributed equitably and that civil, political, environmental, economic, social and cultural human rights are protected. 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 researchinformed 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	ENGAGE IN POLICY PRACTICE	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

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

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

GROUPS, ORGANIZATIONS AND COMMUNITIES	evidence-informed interventions that are able to achieve the goals of clients and constituencies, including individuals, families, groups, organizations and communities. Ensure that MSW students are able to identify, analyze, and implement theory-directed, evidence-informed interventions to achieve client and constituency goals.	intervene with individuals, families, groups, organizations, and communities.	interventions to achieve practice goals and enhance capacities of clients and constituencies (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 (8c.) Demonstrate the ability to use interprofessional collaboration, as appropriate, to achieve beneficial practice outcomes (8d.) Demonstrate the ability to negotiate,	children, families and vulnerable adults in their clinical social work practice.	apply evidence-based interventions with children, families, and/or vulnerable adult clients (8bSP.) Demonstrate the ability to effectively collaborate with other professionals to coordinate appropriate services for children, families, and/or vulnerable adult clients.
			(8d.) Demonstrate the ability to negotiate, mediate, and advocate with, and on behalf of, diverse clients and constituencies		
			(8e.) Demonstrate the ability to facilitate effective transitions and endings that advance		

				mutually agreed-on		
				goals		
9	EVALUATE	Ensure that MSW	The MSW	(9a.) Demonstrate the	The MSW student	(9aSP.) Demonstrate
	PRACTICE WITH	students understand	student will	ability to select and use	will evaluate	the ability to evaluate
	INDIVIDUALS,	the theories of human	evaluate social	appropriate methods for	social work	the processes and/or
	FAMILIES,	behavior and the	work	evaluation of outcomes	processes and	outcomes of clinical
	GROUPS,	social environment	processes and		outcomes in their	practice with children,
	ORGANIZATIONS	and can critically	outcomes with	(9b.) Demonstrate the	clinical social	families and/or
	AND	evaluate and apply	individuals,	ability to apply	work practice with	vulnerable adult
	COMMUNITIES	that knowledge to	families,	knowledge of human	children, families	clients
		evaluating processes	groups,	behavior and the social	and vulnerable	
		and outcomes in order	organizations,	environment, the person-	adults.	
		to advance practice	and	in-the-environment		
		effectiveness.	communities.	perspective, and other		
				multidisciplinary		
				theoretical frameworks		
				in the evaluation of		
				outcomes		
				(0) D		
				(9c.) Demonstrate the		
				ability to critically		
				analyze, monitor, and evaluate intervention		
				and program processes and outcomes		
				and outcomes		
				(9d.) Demonstrate the		
				ability to apply		
				evaluation findings to		
				improve practice		
				effectiveness at the		
				micro, mezzo, and		
				macro levels.		

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