

COMPETENCY REVIEW-Revised 8/2019

This competency review is designed to allow each candidate for the undergraduate degree in social work to demonstrate the following:

- A capacity for critical thinking
- Adherence to social work values and ethics in research and practice
- Integration of theory and practice
- Significance of the impact of policy on practice
- The relevance and implications of diversity
- Importance of the application of research to practice

You are to complete a competency review based on the outline provided on the following pages.

The exam is linked to the Council on Social Work Education Core Competencies from the 2015 Curriculum Policy Statement which serves as the basis for the Program curriculum. Additionally, these competencies are linked to 31 practice behaviors which are addressed in the individual sections of the exam. For more specific detail see the Field Manual.

Instructions

Your paper must adhere closely to the outline:

- Have six designated sections, with appropriate American Psychological Association (APA) Level 1 headings.
- Use **12 point** type-ONLY New Times Roman or Ariel
- Provide a running heading with your name on each page
- Be appropriately documented utilizing American Psychological Association (APA) format
- Approximately 18-20 pages in length
- Double spaced
- Numbered pages
- A copy will be submitted to each member of the social work faculty.
- The review **MUST** be signed by your field instructor indicating she has checked that confidentiality has been observed. A signature does not infer agreement with the analysis presented by the candidate.
- The exam will be worth 400 points (300 for the written component and 100 for the oral review) and is connected to the Senior Capstone course.

You are expected to interview relevant respondents and to utilize other appropriate data sources, including periodic literature, census reports and local and regional planning commission studies.

► The first two sections of the paper are written in draft form during Methods III in the fall semester and sections three, four, five, and six during Senior Capstone in the spring semester. **Sections one, two, three, and four are to be revised based on feedback**

already provided and updated for submission as part of the final version of the competency exam.

▶ Papers will be evaluated based on form as well as content, including exhibition of writing skills required of a beginning level professional. The grading scale for each section will be based on a scale of 50-45 (A); 44-40 (B); 39-35 (C); 34-30 (D); 29 & below (F) for a total of 300 points for the document.

▶ Students are urged to write concisely, but not at the expense of thoroughness. Written materials should be sufficiently complete to attest to student competence without further elaboration.

▶ The submission of supplementary case records, reports, letters and/or statistical data is encouraged, provided such materials are tied to specific answers.

▶ You are to bring a copy of your paper with you to the oral review.

Papers not adhering to these requirements will be returned for revisions.

Review Process

Your paper will be read and evaluated by each member of the faculty according to the Primary Trait Analysis protocol (a copy of which was provided to you in Methods III). A review will be scheduled during the last few weeks of the semester. Candidates for the degree will be grouped (2-4 per group) by practice area (e.g. medical social work, child welfare placements, geriatric social work placements, substance abuse programs). These small groups will meet with the entire faculty for discussion, clarification, and elaboration of written exams. This process is intended to provide feedback to both BSW candidates and the program regarding performance. It is both a reflective and an evaluative process. For this part of the exam, the grade will be based on 100 points using the standard scale; for example 100-90 (A), etc.

Coversheet for Competency Review

COMPETENCY REVIEW OF:

BSW CANDIDATE _____

PLACEMENT _____

FIELD INSTRUCTOR _____

DATE SUBMITTED _____

DATE REVIEWED _____

Signatures:

BSW Candidate

Field Instructor

Faculty Member

Faculty Member

Faculty Member

1. THE PROFESSIONAL CONTEXT OF PRACTICE

- A. How were the services (i.e. social work roles-advocacy, mediator, conferee, case manager, educator, broker, facilitator, and mobilizer-relationship building, communication skills, assessment, etc.) you provided during your practicum reflective of generalist social work practice? **Utilize the Shepherd University Social Work Program definition of generalist practice for your answer.**
- B. What distinguished your role and activities from those of other professionals? For example, physicians, psychologists, teachers, paraprofessionals, administrators, etc.
- C. How did prevailing social values and the values and ethics of the profession as outlined in the Code of Ethics affect your practice? In what ways did these values sets conflict and/or overlap?
- D. Can you identify the effects of your own attitudes, values and characteristic patterns of behavior upon your activities as a social work practitioner?
- E. What personal and role limits did you establish in dealing with clients and why?
- F. Describe the ways in which you have demonstrated the professional use of self-**DEFINE, CONNECT TO THE PROFESSIONAL LITERATURE, AND DOCUMENT.**

2. THE ORGANIZATIONAL CONTEXT OF PRACTICE

- A. Describe the purpose and goals of your practicum agency and the services provided. Describe the structure of the agency organization, including lines of authority, funding sources and expenditures (private, public, Federal, state, local **with amounts and percentages reflecting general categories of income and expenses**), auspices and referral sources.
- B. What management theory **AND ELEMENTS OF ALTERNATIVE THEORY VIEWPOINTS** is operating in this agency [e.g. bureaucratic, human relations, consensus based (Theory X, Y, Z), scientific, etc.]? How does the primary management theory affect staff morale, group dynamics, and interactions?
- C. What are the limitations to the services the agency/your program can provide?
- D. How is eligibility for service determined?
- E. Indicate, via examples, how the policies and established procedures of your agency influenced your activities and the services you were able to provide.
- F. Comment on the physical characteristics of the organization such as size, space utilization, location, accessibility to clients and community

3. THE COMMUNITY CONTEXT OF PRACTICE

- A. Describe the community context of your practicum experience, e.g. the demographic/ecological characteristics of the city, town, region (urban, rural, suburban), in which the agency is located; diverse populations, including ethnicity, class structure; significant minority groups. **ANALYZE/INTERPRET THE IMPLICATIONS OF THIS INFORMATION FOR PRACTICE.**
- B. Were your services directed toward any specific subgroup or special social program within the community, or segment(s) of the community which have particular relevance to your practice?
- C. What are the predominant problems, issues and concerns of the people you were serving? What are the particular social problems your agency attempts to address? What are other social problems in the community of which you are aware? **Evidence/data is required to support generalizations.**
- D. In what ways have poverty, discrimination and other forms of social injustice become evident to you?

IN THIS SECTION, FOCUS ON ANALYSIS AND COMPARISON (FOR EXAMPLE TO NATIONAL/STATE DATA) RATHER THAN JUST DESCRIPTION OF THE LOCAL AREA.

4. ASSESSMENT OF EXISTING SOCIAL POLICY

- A. Identify the major social policy on the **macro level** (not agency policy) such as federal and state policy regarding health, welfare, and education, etc. which affect the concerns of the population you were serving and the avenues for potential change. Identify one policy for analysis.
- B. How is this current policy similar to or different from historical approaches to such concerns?
- C. Assess the impact of this policy on the programs and problems in question.
- D. What are the gaps in service, that is, what are the unmet needs of your client group? **ANALYZE.**
- E. If existing social policy is not adequate, describe what is needed and indicate how you, your agency, and other resources have attempted to address the need for new or revised social policy or programs.

5. UTILIZATION OF COMMUNITY RESOURCES

- A. Describe the formal and informal (for example, mutual aid resources, faith-based groups, neighborhood supports) social service networks within the community which were relevant to your practice. Focus on the collateral contacts you used most often.
- B. To which agencies are referrals most likely to be made? Include a description of at least three resources—these need not be restricted to formal social service agencies—whose services were particularly relevant

to your activities.

- C. Describe one or two specific episodes in which you served as a link between a client, group, or community and a community resource. Include at least one example of an intervention that focused on prevention.
- D. Indicate why involvement outside your agency was appropriate and detail your activities in establishing the linkage.

6. OVERALL FEEDBACK TO THE AGENCY

Use your practicum experience to analyze the effectiveness of your agency.

- A. To what extent were the services that you provided congruent with the stated purpose of the agency as described under section 2 above?
- B. How effective is the current program of agency service?
- C. Which policies and procedures are viable and which might be changed in order to aid more effectively in the problem solving process and facilitate prevention that enhances client capacities?
- D. What does the history of social work suggest about the direction these changes should or might take?