COMPETENCY REVIEW -Revised 8/2024

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 anti-racism, diversity, equity, and inclusion
- 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 2022 Educational Policy and Assessment Standards, which serves as the basis for the Program curriculum. Also, these competencies are linked to 20 practice behaviors addressed in the individual sections of the exam.

<ins>Instructions</ins>

- Your paper must adhere to the outline.
- Have six designated sections, with appropriate APA Level 1 headings.
- Use 12-point font. (Ariel, Times New Roman, Calibri, or Segoe UI are preferred)
- Provide a running head with your name on each page
- Numbered pages
- Be appropriately documented using APA format for in-text citations and references.
- Approximately 18-20 pages in length
- Double-spaced
- A copy will be submitted to each member of the social work faculty.

- ➢ The review must be signed by your field instructor indicating they have 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 review.

- 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 paper.

- You 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.

- 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 give feedback to BSW candidates and the program about 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:

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 – advocate, 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 in your response.**

B. What distinguished your roles and activities as a social worker from those of other professionals in your agency? How did interprofessional collaboration enhance your work with clients?

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 conflict? And in what ways did these values align?

D. How did you manage the influence of your own attitudes, biases, power, privilege, and personal values in working with clients?

E. What personal role limits did you establish in working with clients and why?

F. Describe how you have demonstrated the professional use of self. **Define professional use of self and connect your experiences with the professional use of self to the literature.**

2. The Organizational Context of Practice

A. Describe the purpose and goals of your practicum agency and the services provided.

B. 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.

C. How is eligibility for service determined?

D. What organizational or management theories are operating in the agency (e.g. bureaucratic, human relations, consensus based, Theory X, Y, Z, Scientific, etc.), and how do they affect staff morale, group dynamics, and interactions?

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. What are the limitations to the services the agency/your program can provide?
G. How does the agency evaluate the effectiveness of its programs and services? And how does your agency obtain client feedback for program improvement?
H. Comment on the physical characteristics of the agency such as size, space utilization, location, accessibility to clients and community.

3. The Community Context of Practice

A. Describe demographic and ecological charateristics of the city, town, region (urban, rural, suburban), in which the agency is located; including race and ethnicity and socioeconomic factors (also include other demographic areas relevant to your practice like rates of substance use, mental health needs, and access to services in the community, housing, education levels, etc.). **In this section, please focus on analysis and comparison (for example, comparison of local data to state and national data) rather than just a description of the local area.**
B. What are the social problems in the community your agency tries to address? What are the predominant problems, issues, and concerns of the people you were serving? What are other social problems in the community of which you are aware?
C. What are the strengths of the community in which your agency is located? How can those strengths, and other community assets and social structures, be used to develop solutions to the social problems in the community?
D. In what ways does your agency partner with other community institutions (i.e. educational institutions, health care facilities, court systems, religious institutions, government institutions, and / or other social service agencies) to enhance the overall well-being of the community?
E. In what ways have poverty, racism, oppression, and other forms of social, economic, and environmental injustice become evident to you during your practicum experience?

4. Assessment of Existing Social Policy

A. Identify a major federal or state social welfare policy that affects the concerns of the population you were serving and the avenues for potential change. Identify one policy for analysis.
B. How is the current policy similar to or different from historical approaches to such concerns?

C. Assess the impact of this policy on the programs and services of your agency and on the problems the policy is designed to address.
D. What are the remaining gaps in service and the unmet needs of your client group?
E. If the existing social welfare policy is not adequate, describe what is needed and describe how you, your agency, and others have advocated for new or revised social welfare policies 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 whose services were particularly relevant to your activities. These need not be restricted to formal social service agencies.
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

A. To what extent were the services you provided congruent with the stated purpose of the agency as described under section 2 above?
B. To what extent were the services you provided evidence-informed and culturally responsive to the client population?
C. Which agency policies and procedures are viable, and which might be changed 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?