



THE UNIVERSITY OF TEXAS AT EL PASO
DEPARTMENT OF SOCIAL WORK

COMPETENCY ASSESSMENT FORM FOR ADVANCED STANDING

To be completed by the senior year BSW Field Instructor or a MSW Clinical Supervisor in the social service agency where the applicant is employed and attach it to the MSW Applicant Reference Form.

Please rate the applicant’s achievement of the foundation competencies as defined by the Council of Social Work Education. Please circle the number that corresponds to your rating for each of the 10 competencies, using the following scale:

- 0 = not assigned/did not observe
- 1 = did not meet the expected performance
- 2 = marginally met the expected performance
- 3 = met the expected performance
- 4 = exceeded the expected performance

For any competency where an assessment of 1 or 2 was assigned, the field instructor or supervisor must explain why this assessment was given and what is needed to improve their performance.

Applicant name: _____

COMPETENCY	DEFINITION OF COMPETENCY	BEHAVIORS ASSOCIATED WITH THE COMPETENCY	RATING				
			0	1	2	3	4
EPAS 2.1.1: Demonstrate Ethical and Professional Behaviors	Making ethical decisions by applying the standards of the NASW Code of Ethics, relevant laws and regulations, model for ethical decision-making <i>ethical conduct of research</i> , and additional codes of ethics as appropriate to context; use reflection and self-regulation to manage personal values and maintain professionalism in practice situation; <i>demonstrate professional demeanor in behavior; appearance; and</i>	<ul style="list-style-type: none"> • Make ethical decisions by applying the standards of the NASW Code of Ethics, relevant laws and regulations, models for ethical decision-making, ethical conduct of research, and additional codes of codes of ethics as appropriate to context. • Use reflection and self-regulation to manage personal values and maintain professionalism in practice situations. 					

	oral, written, and electronic communication; use technology ethically and appropriately to facilitate practice outcomes; and use supervision and consultation to guide professional judgment and behavior.	<ul style="list-style-type: none"> • Demonstrate professional demeanor in behavior; appearance; and oral, written, and electronic communication. • Use technology ethically and appropriately to facilitate practice outcomes. • Use supervision and consultation to guide professional judgment and behavior. 					
EPAS 2.1.2: Engage diversity and difference in practice	Apply and communicate understanding of the importance of diversity and difference in shaping life experiences in practice at the micro, mezzo, and macro levels; present as learners and engage clients and constituencies as experts of their own experience; and apply self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse clients and constituencies.	<ul style="list-style-type: none"> • Apply and communicate understanding of the importance of diversity and difference in shaping life experiences in practice at the micro, mezzo and macro levels. • Present themselves as learners and engage clients and constituencies as experts of their own experiences. • Apply self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse clients and constituencies. 					
EPAS 2.1.3: Advance Human rights and social, Economic, & Environmental Justice	Apply understanding of social, economic, and environmental justice to advocate for human rights at the individual and systems level; engage in practices that advance social, economic, and environmental justice.	<ul style="list-style-type: none"> • Apply their understanding of social, economic and environmental justice to advance for human rights at the individual and systems levels. • Engage in practices that advance social, economic and environmental justice. 					
EPAS 2.1.4: Engage in Practice-informed Research & Research-informed Practice	Use practice experience and theory to inform scientific inquiry and research; apply critical thinking to engage in analysis of quantitative and qualitative research methods and research finding; use and translate research evidence to inform and improve practice, policy, and service delivery.	<ul style="list-style-type: none"> • Use practice experience and theory to inform scientific inquiry and research. • Apply critical thinking to engage in analysis of qualitative and quantitative research methods and research findings. • Use and translate research evidence to inform and improve practice, policy and service delivery. 					

<p>EPAS 2.1.5: Engage in Policy Practice</p>	<p>Identify social policy at the local, state, and federal level that impacts well-being, service delivery, and access to social services; assess how social welfare and economic policies impact the delivery of and access to social services.</p>	<ul style="list-style-type: none"> • Identify social policy at the local, state and federal level that impact well-being, service delivery and access to social services. • Assess how social welfare and economic policies impact the delivery of and access to social services. • Apply critical thinking to analyze, formulate and advocate for policies that advance human rights and social, economic and environmental justice. 					
<p>EPAS 2.1.6: Engage with Individuals, Families, Groups, Organizations, & Communities</p>	<p>Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks to engage with clients and constituencies; use empathy, reflection, and interpersonal skills to effectively engage diverse clients and constituencies.</p>	<ul style="list-style-type: none"> • Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks to engage with clients and constituencies. • Use empathy, reflection, and interpersonal skills to effectively engage diverse clients and constituencies. 					
<p>EPAS 2.17: Assess Individuals, Families, Groups, Organizations, & Communities</p>	<p>Collect and organize data, and apply critical thinking to interpret information from clients and constituencies; apply knowledge of human behavior and the social environment, person-in-environment and other multidisciplinary theoretical frameworks in the analysis of assessment data from clients and constituencies; develop mutually agreed-on intervention goals and objectives based on the critical assessment of strengths, needs, and challenges within clients and constituencies; select appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of clients and constituencies.</p>	<ul style="list-style-type: none"> • Collect and organize data, and apply critical thinking to interpret information form clients and constituencies. • Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the analysis of assessment data from clients and constituencies. • Develop mutually agreed-on intervention goals and objectives based on the critical assessment of strengths, needs and challenges within clients and constituencies. • Select appropriate intervention strategies based on the assessment, research knowledge and values and preferences of clients and constituencies. 					

<p>EPAS 2.1.8: Intervene with Individuals, Families, Groups, Organizations, & Communities</p>	<p>Critically choose and implement interventions to achieve practice goals and enhance capacities of clients and constituencies; apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in interventions with clients and constituencies; use inter-professional collaboration as appropriate to achieve beneficial practice outcomes; negotiate, mediate, and advocate with and on behalf of clients and constituencies.</p>	<ul style="list-style-type: none"> • Critically choose and implement interventions to achieve practice goals and enhance capacities of clients and constituencies. • Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in interventions with clients and constituencies. • Use inter-professional collaboration as appropriate to achieve beneficial practice outcomes. • Negotiate, mediate, and advocate with and on behalf of diverse clients and constituencies. • Facilitate effective transitions and endings that advance mutually agreed-on goals. 					
<p>EPAS 2.1.9: Evaluate Practice with Individuals, Families, Groups, Organizations, & Communities</p>	<p>Select and use appropriate methods for evaluation of outcomes; apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the evaluation of outcomes; critically analyze, monitor, and evaluate intervention and program processes and outcomes; apply evaluation findings to improve practice effectiveness at the micro, mezzo, and macro levels.</p>	<ul style="list-style-type: none"> • Select and use appropriate methods for evaluation of outcomes. • Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the evaluation of outcomes. • Critically analyze, monitor and evaluate intervention and program processes and outcomes. • Apply evaluation finding to improve practice effectiveness at the micro, mezzo and macro levels. 					

Reviewer: _____
Name

Title

Signature

Agency

Tel: () _____