
Integrated Foundation & Advanced Competencies

For Public Child Welfare in California

2011



Introduction

First formulated in 1991, the CalSWEC Curriculum Competencies for Public Child Welfare became the basis for the Title IV-E Stipend Program in California. After revisions in 1995, 2002, and 2007, the most recent competencies revision was completed in 2011. As the Mental Health and Aging initiatives joined the CalSWEC consortium, competencies were also developed for these concentration areas. The challenge of administering academic programs under three separate sets of competencies made an integration effort desirable.

At the time that CalSWEC was contemplating integration, the social work accrediting body, the Council on Social Work Education (CSWE), adopted new core competencies in 2008 to be used in all accredited social work programs. Thus, the goal of the Competency Integration Project was to devise, consistent with the new CSWE standards, a set of cross-initiative foundation-level competencies to be used in the first or foundation year of study. These are complemented by a concentration-specific set of advanced competencies and practice indicators for each of the three initiatives that are intended both to incorporate the foundation-level competency of practice in each core area and to exemplify through indicators the level of practice expected at the advanced level. In devising these, the CalSWEC workgroups utilized the framework of the EPAS Core Competencies, building upon and integrating the core and designated practice behaviors as they shaped advanced competencies. Thus, the revised Curriculum Competencies for Public Child Welfare are now consistent with the EPAS Core Competencies and reflect these through cross-initiative foundation competencies and advanced practice indicators for use in a child welfare context. Both the foundation and advanced competencies are intended to be a living practice guide, with the expectation of future revision as practice itself advances.

CalSWEC educational competencies will continue to be woven into training for ongoing professional development in California's Regional Child Welfare Training Academies. As the revised child welfare competencies are integrated into school curricula, competencies and learning objectives utilized by the in-service Common Core Curricula for California will be explicitly made consistent to facilitate development of a statewide learning continuum that links social work education to in-service training.

Revision Process

Under the auspices of the CalSWEC Board Curriculum and In-service Training Committee and its then-chair, Dr. John Oliver, director of the School of Social Work at California State University, Long Beach, an integrated draft of core/foundation competencies was developed during Academic Year 2009–2010 by subcommittees comprised of child welfare, mental health, and aging faculty; project coordinators; and CalSWEC executive, training, and Title IV-E curriculum staff. In developing sections that

corresponded roughly to the 10 EPAS Core Competencies, the subcommittees reviewed the existing competencies for each concentration, integrating essential content with the CSWE competencies when possible. The full foundation draft was completed, reviewed, and submitted to the CalSWEC Board of Directors in fall 2010. Following a comment period, the integrated foundation competency draft was approved by the Board in February 2011.

The work continued under the auspices of the Curriculum and In-Service Training Committee's next chair, Dr. David Cherin, director of the Social Work Program at California State University, Fullerton. Advanced competency drafts were developed, with each effort's task force headed by members of the Child Welfare, Mental Health, and Aging initiatives as well as CalSWEC staff. The process was similar to that employed in producing the foundation draft. Following review and submission to the Curriculum and In-Service Training Committee, the revised Advanced Competencies for Public Child Welfare were approved by the CalSWEC Board in May 2011.

EPAS Core Competencies:

2.1.1—Identify as a professional social worker and conduct oneself accordingly

CaISWEC Foundation Competencies	CaISWEC Advanced Competencies for Public Child Welfare	CaISWEC Advanced Practice Indicators
CF 1.a. Demonstrate beginning capacity to advocate for client services by utilizing a policy practice framework and negotiating for community based and culturally sensitive programs and services.	CA 1.1 Able to articulate the roles of a professional child welfare social worker and consistently demonstrate effective self-management, interpersonal interaction, service advocacy, and continuing professional development within those roles.	CP 1.1. Interact positively with clients, colleagues and supervisors and demonstrate skill in seeking out suitable client services and ensuring client access to those services.
CF 1.b. Demonstrate self-awareness of personal knowledge limitations and biases, and practice self-correction and reflection in action while pursuing ongoing professional development.		CP 1.2. Maintain professional demeanor and boundaries in practice situations, demonstrate skill in articulating professional knowledge and effective use of self, and utilize appropriate resources to ensure professional growth.
CF 1.c. In intervention planning, demonstrate consistently the understanding and recognition of how personal beliefs, values, norms, and world view can influence case dynamics and outcomes.		

EPAS Core Competencies:

2.1.1—Identify as a professional social worker and conduct oneself accordingly (cont'd)

CaISWEC Foundation Competencies	CaISWEC Advanced Competencies for Public Child Welfare	CaISWEC Advanced Practice Indicators
CF 1.d. Present self in a manner consistent with respectful professional conduct, and adapt methods of communication, including written client materials, to consumer, colleague, and community language and cultural needs.		
CF 1.e. Support the purpose and values of the profession through consistent pursuit of learning, and recognize the relationship between career long learning and contributing to practice effectiveness.		
CF 1.f. Utilize supervision/consultation effectively, including the need to augment knowledge, or to mediate conflict arising from personal values and emotions related to practice and professional contexts.		

EPAS Core Competencies:

2.1.1—Identify as a professional social worker and conduct oneself accordingly (cont'd)

CaISWEC Foundation Competencies	CaISWEC Advanced Competencies for Public Child Welfare	CaISWEC Advanced Practice Indicators
<p>CF 1.g. Demonstrate capacity to perceive the diverse viewpoints of clients, community members, and others in cases of value conflict and the ability to resolve such conflicts by applying professional practice principles.</p>	<p>CA 1.2. Applies ethical principles, codes of ethics and professional social work values skillfully in practice and in resolving ethical conflicts</p>	<p>CP 1.3. Skillfully identify and apply ethical principles in making child welfare practice decisions and articulate their application in routine and challenging ethical contexts.</p>
<p>CF 1.h. Demonstrate knowledge of ethical decision making methods and the capacity to apply these in practice, policy, advocacy and research.</p>		

EPAS Core Competencies:

2.1.2— EPAS Core Competencies: 2.1.2 Apply social work ethical principles to guide professional practice

CaISWEC Foundation Competencies	CaISWEC Advanced Competencies for Public Child Welfare	CaISWEC Advanced Practice Indicators
<p>CF 2.a. Demonstrate awareness of personal values and bias and manages such bias to engage in practice consistent with professional ethics and values.</p>	<p>CA 2.1. Able to articulate the roles of a professional child welfare social worker and consistently demonstrate effective self-management, interpersonal interaction, service advocacy, and continuing professional development within those roles.</p>	<p>CP 2.1. Skillfully identify and apply ethical principles in making child welfare practice decisions and articulate their application in routine and challenging ethical contexts.</p>

EPAS Core Competencies:

2.1.2— EPAS Core Competencies: 2.1.2 Apply social work ethical principles to guide professional practice (cont'd)

CaISWEC Foundation Competencies	CaISWEC Advanced Competencies for Public Child Welfare	CaISWEC Advanced Practice Indicators
CF 2.b. Understand the professional value base and apply NASW Code of Ethics and other applicable codes of ethics in creating plans and making decisions that affect children, youth, adults, families and communities.		
CF 2.c. Demonstrate capacity to perceive the diverse viewpoints of clients, community members, and others in cases of value conflict and the ability to resolve these conflicts by applying professional practice principles.		
CF 2.d. Demonstrate knowledge of ethical decision making methods and the capacity to apply these in practice, policy, advocacy, and research.		

EPAS Core Competencies:

2.1.3—Apply critical thinking to inform and communicate professional judgments

CaISWEC Foundation Competencies	CaISWEC Advanced Competencies for Public Child Welfare	CaISWEC Advanced Practice Indicators
<p>CF 3.a. Demonstrate the ability critically to appraise, integrate and apply evidence-based knowledge and practice principles, as well as client and other knowledge, in conducting and communicating ethnically competent assessments and interventions.</p>	<p>CA 3.1. Apply critical thinking skills using logic, scientific inquiry, and reasoned discernment to synthesize information, to practice effectively in child welfare and to communicate professional judgments.</p>	<p>CP 3.1. Routinely exercise critical, higher-order thinking in evaluating child welfare data and proactively seek additional data as required to make reasoned professional decisions.</p> <p>CP 3.2. Consistently communicate information, including professional knowledge and judgments, clearly, promptly, effectively and in a manner appropriate to diverse recipients.</p>
<p>CF 3.b. Demonstrate the capacity to monitor and analyze the gathering, assessment and evaluation of information to inform practice model design and use, including assessment, intervention and evaluation.</p>		
<p>CF 3.c. Understand and apply the principle that all oral and written communication must conform to audience needs and adhere to professional standards.</p>		

EPAS Core Competencies:

2.1.4—Engage diversity and difference in practice

<p>CaISWEC Foundation Competencies</p>	<p>CaISWEC Advanced Competencies for Public Child Welfare</p>	<p>CaISWEC Advanced Practice Indicators</p>
<p>CF 4.a. Demonstrate knowledge of historical, legal, socioeconomic, and psychological forms of oppression and the ability to develop culturally sensitive interventions within that understanding.</p>	<p>CA 4.1. In providing effective child welfare practice, consistently demonstrate and articulate both accurate awareness of self and knowledge of societal variables contributing to power imbalances and interpersonal and intercultural conflict among individuals, families, groups, organizations, and communities.</p>	<p>CP 4.1. In child welfare practice, demonstrate both an acute awareness of historical and societal variables influencing interaction at the micro, mezzo, and macro levels and the consistent ability to work effectively with diverse individuals, families, and communities.</p> <p>CP 4.2. Consistently demonstrate the skill of learning from client systems and from diverse cultures, being informed by such differences, and applying the knowledge to child welfare practice.</p>
<p>CF 4.b. Recognize how institutional racism and power dynamics affect workplace culture and climate in practice.</p>		
<p>CF 4.c. Demonstrate self-awareness of bias, including knowledge of and capacity to manage power differences, when assessing and working with diverse populations.</p>		
<p>CF 4.d. Demonstrate ability to understand and communicate the effects of individual variation in the human developmental process and its importance to the shaping of life experiences within diverse groups.</p>		

EPAS Core Competencies:

2.1.4—Engage diversity and difference in practice (cont'd)

CaISWEC Foundation Competencies	CaISWEC Advanced Competencies for Public Child Welfare	CaISWEC Advanced Practice Indicators
<p>CF 4.e. Demonstrate capacity to learn from and consult/collaborate with others and to engage constituents/consumers within the helping process.</p>		

EPAS Core Competencies:

2.1.5—Advance human rights and social and economic justice

CaISWEC Foundation Competencies	CaISWEC Advanced Competencies for Public Child Welfare	CaISWEC Advanced Practice Indicators
<p>CF 5.a. Demonstrate, through assessment, intervention and evaluation practices, a working understanding of the role and function of historical, social, political, and economic factors as the underlying causes and mechanisms of oppression and discrimination.</p>	<p>CA 5.1. Utilize knowledge of human behavior, variables that contribute to injustice, and advocacy theory to provide leadership in applying social work skills to promote social and economic justice at the micro, mezzo and macro levels in child welfare.</p>	<p>CP 5.1. Engage in policy practice to improve social and economic justice in child welfare.</p>
<p>CF 5.b. Demonstrate a functional knowledge of advocacy theory, skills, and techniques and consistently engages in activities/tasks designed to promote social and economic justice in working with all client populations.</p>		

EPAS Core Competencies: 2.1.5—Advance human rights and social and economic justice (cont'd)		
CaISWEC Foundation Competencies	CaISWEC Advanced Competencies for Public Child Welfare	CaISWEC Advanced Practice Indicators
CF 5.c. Develop case planning strategies to address discrimination, barriers, gaps, and fragmentation that impede client access, functioning, and optimum use of resources and opportunities.		
EPAS Core Competencies: 2.1.6—Engage in research informed practice and practice informed research		
CaISWEC Foundation Competencies	CaISWEC Advanced Competencies for Public Child Welfare	CaISWEC Advanced Practice Indicators
CF 6.a. Demonstrate a beginning capacity and skills to gather and synthesize practice evaluation findings, including client feedback, to support and increase the professional knowledge base.	CA 6.1. Regularly assess and use research to guide child welfare practice, to evaluate child welfare practice, and to disseminate findings to improve child welfare practice.	CP 6.1. Demonstrate skill in conducting child welfare literature reviews, in applying findings to practice, in program evaluation, and in knowledge dissemination.
CF 6.b. Demonstrate knowledge of how to consult and utilize research evidence to inform ongoing practice and policy at all levels.		

EPAS Core Competencies:

2.1.7—Apply knowledge of human behavior to the social environment

CaISWEC Foundation Competencies	CaISWEC Advanced Competencies for Public Child Welfare	CaISWEC Advanced Practice Indicators
CF 7.a. Demonstrate beginning ability to apply conceptual behavioral frameworks to social environments involved in assessment, intervention and evaluation.	CA 7.1. Integrate knowledge and theory of human behavior and the social environment from diverse perspectives to conduct reliable and valid assessments, comprehensive service plans, effective interventions, and meaningful evaluations in child welfare.	CP 7.1. In evaluation of child welfare practice (engagement, assessment, planning, intervention, and evaluation), demonstrate the ability knowledgeably to apply information about human behavior and the social environment from diverse perspectives.
CF 7.b. Demonstrate beginning ability to gather and interpret behavioral knowledge in perceiving person and environment.		

EPAS Core Competencies:

2.1.8—Engage in policy practice to advance social & economic well -being and to deliver effective social services

CaISWEC Foundation Competencies	CaISWEC Advanced Competencies for Public Child Welfare	CaISWEC Advanced Practice Indicators
CF 8.a. Begin systematically to collect and analyze knowledge and experiences to identify, formulate, and advocate for policies that advance social and economic well-being.	CA 8.1. Articulate knowledge of current agency, state, and federal child welfare policies and engages in effective development and implementation of ethical and effective child welfare practices and policies.	CP 8.1. Demonstrate through policy practice interventions the knowledge of social work values, child welfare relevant policies (including those specific to cultural groups), and assessment of service effectiveness.

EPAS Core Competencies:

2.1.8—Engage in policy practice to advance social & economic well-being and to deliver effective social services (cont'd)

CaISWEC Foundation Competencies	CaISWEC Advanced Competencies for Public Child Welfare	CaISWEC Advanced Practice Indicators
CF 8.b. Demonstrate ability to identify and to engage stakeholders to collaborate for effective policy formulation and action.		

EPAS Core Competencies:

2.1.9—Respond to contexts that shape practice

CaISWEC Foundation Competencies	CaISWEC Advanced Competencies for Public Child Welfare	CaISWEC Advanced Practice Indicators
CF 9.a. Demonstrate beginning capacity to apprehend changing local and social contexts and scientific advances that affect practice, with an emerging ability to identify and provide relevant services.	CA 9.1. Identify trends among micro, mezzo, and macro variables that affect child welfare practice and provide leadership to respond to those trends in effective and culturally competent ways.	CP 9.1. Readily identify changing factors that affect child welfare services and initiate culturally competent action to promote responsive, sustainable services.
CF 9.b. Demonstrate a beginning capacity to discern and promote sustainable practice and service delivery change to improve service quality.		

**EPAS Core Competencies:
2.1.10(a)—Engagement**

CaISWEC Foundation Competencies	CaISWEC Advanced Competencies for Public Child Welfare	CaISWEC Advanced Practice Indicators
<p>CF 10(a).a. Demonstrate the knowledge base and affective readiness to intervene constructively with individuals and groups.</p>	<p>CA 10(a).1. Demonstrate the ability to develop relationships and manage power differentials in routine and challenging client and partner situations, in a manner that reflects core social work values in child welfare practice.</p>	<p>CP 10(a).1. Skillfully and respectfully establish working relationships with clients and community partners in accord with social work values, and utilize those relationships in forging goals and positive outcomes.</p>
<p>CF 10(a).b. Demonstrate the capacity to exercise empathy and use of self in engagement and service delivery</p>		
<p>CF 10(a).c. Demonstrate the ability to work with individuals, families, and groups to identify and work towards accomplishment of shared goals.</p>		

**EPAS Core Competencies:
2.1.10(b)—Assessment**

CaISWEC Foundation Competencies	CaISWEC Advanced Competencies for Public Child Welfare	CaISWEC Advanced Practice Indicators
<p>CF 10(b).a. Demonstrate ability to effectively engage with diverse individuals to gather, analyze, and interpret consumer/client information in a coherent, objective manner.</p>	<p>CA 10(b).1. Consistently gather qualitative and quantitative data from a variety of sources, form coherent meaning from the data, and use the resulting information to make recommendations and to plan interventions that meet standards for child welfare social work practice.</p>	<p>CP 10(b).1. Create service plans that demonstrate data collection and assessment methods reflecting goal mutuality and respect for clients from diverse backgrounds.</p>
<p>CF 10(b).b. Demonstrate capacity to conduct a comprehensive, collaborative, unbiased assessment that follows legal and ethical guidelines and identifies strengths and needs,</p>		
<p>CF 10(b).c. Demonstrate ability to involve individuals, family members, and community service providers to develop coordinated intervention plans.</p>		
<p>CF 10(b).d. Demonstrate ability to critically determine the most appropriate intervention strategies to implement a plan.</p>		

**EPAS Core Competencies:
2.1.10(c)—Intervention**

CaISWEC Foundation Competencies	CaISWEC Advanced Competencies for Public Child Welfare	CaISWEC Advanced Practice Indicators
<p>CF 10(c).a. Demonstrate beginning ability to initiate efforts consistent with service and organizational goals.</p>	<p>CA 10(c).1. Comfortably move among the roles of a social worker in child welfare and intervene effectively in those roles, including enhancing client strengths, acting as a client advocate, and skillfully handling transitions and terminations.</p>	<p>CP 10(c).1. Shape child welfare interventions that demonstrate effective balance of multiple social worker roles and phases of service that recognize client strengths and self- determination.</p>
<p>CF 10(c).b. Demonstrate capacity to identify and utilize prevention measures that enhance individual clients' strengths and protective factors.</p>		
<p>CF 10(c).c. Demonstrate capacity to identify and prioritize challenges and to foster solutions that call on clients'/consumers' existing strengths.</p>		
<p>CF 10(c).d. Demonstrate capacity and skills to undertake the role of client advocate in negotiating for needed policies, resources and services.</p>		
<p>CF 10(c).e. Recognize the importance of understanding the transition and termination processes and demonstrate the capacity to sensitively terminate work.</p>		

**EPAS Core Competencies:
2.1.10(d)—Evaluation**

CaISWEC Foundation Competencies	CaISWEC Advanced Competencies for Public Child Welfare	CaISWEC Advanced Practice Indicators
<p>CF 10(d).a. Demonstrate a beginning ability to systemically monitor, analyze and evaluate interventions, applying a knowledge-for-action approach to determine future action.</p>	<p>CA 10(d).1. Consistently employ reliable and valid methods for monitoring and evaluating practice interventions and use the results to improve child welfare policy and practice.</p>	<p>CP 10(d).1. Regularly engage in practice evaluation using reliable and valid methods, and apply the results to benefit child welfare clients.</p>