

## **STOCKTON UNIVERSITY MSW PROGRAM MISSION, GOALS, COMPETENCIES AND PRACTICE BEHAVIORS**

### **Mission**

The mission of Stockton's MSW program is to educate students who are prepared for specialized practice with marginalized populations using a social justice lens. The Program aims to produce graduates who understand the human condition and the commonalities that all people everywhere share, while respecting and honoring differences in personal and communal history, socioeconomic status, race, color, ethnicity, culture, language, immigration status, gender, sex, sexual orientation, marital status, age, political ideology, religion, and disability status. The curriculum focuses on developing practitioners who are prepared to work with marginalized, vulnerable, and oppressed individuals, families, groups, organizations, and communities using diversity-focused, anti-racist and anti-oppression pedagogies. Students learn how systems of oppression and domination in society, racism, poverty, policy, and law create and exacerbate inequalities across the life course. The Program aims to underscore the importance of cultural variation and cultural humility in engaging, assessing, intervening and evaluating practice interventions. Students become advocates for change in the areas of social, economic, racial, and environmental justice.

The Program builds upon a strong foundation of generalist social work practice behaviors, values, knowledge, and skills. Students are expected to understand and be able to apply an ecological systems theory (person-in-environment), with a special focus on the theory of intersectionality of diverse factors (i.e., socioeconomic status, race, ethnicity, culture, sexual and gender identity, age, religion, and disability status). Other theories include, but are not limited to, critical race theory, queer theory, feminist theory, and trauma theory. They develop a thorough acquaintance with the negative effects of oppression, discrimination, marginalization, and other societal forces that block people's ability to meet their basic human needs. They develop familiarity with multiple theories, perspectives, and approaches that will strengthen their ability to work effectively with diverse and marginalized populations. They are expected to critically examine these theories, perspectives, and approaches as they become acquainted with research literature and as they develop experience in agency practice. Continuing the central focus of the undergraduate program, the MSW Program aims to produce graduates who have a lifetime commitment to upholding human rights, respecting human diversity, and working towards social justice in their professional and personal lives.

### **Goals:**

Goal 1: To prepare graduates for specialized practice with diverse client systems using a social justice lens and with an understanding of the historical/cultural/political contexts that lead to and exacerbate systems of oppression, discrimination, and domination.

Goal 2: To provide comprehensive content about generalist social work practice using diversity-focused, anti-racist and anti-oppression pedagogies.

Goal 3: To infuse throughout the curriculum the values and ethics that guide professional social workers in their practice, with particular attention to the culturally specific needs of individuals, families, groups, organizations, and communities.

Goal 4: To prepare graduates to be lifelong advocates for social change.

Goal 5: To prepare graduates who demonstrate the ability to think critically, write effectively, use quantitative and qualitative research methods, and be comfortable with the use of computer technology.

Goal 6: To prepare graduates to use self-reflection and self-awareness in their practice, paying particular attention to differences in bias, privilege, and power.

Goal 7: To provide service to the broader university community, to the surrounding southern New Jersey region, and in wider statewide, national, and international arenas. In this way, we deepen the Social Work Program's capacity to bring professional values and ethics to the broadest possible population, representing to students what it means to be engaged professional social workers; and we demonstrate our commitment to ensure that Stockton University graduates are prepared to be citizens in a democratic, multicultural society.

## **Generalist Competencies and Practice Behaviors**

### **Competency G1: Demonstrate Ethical and Professional Behavior**

Social workers understand the value base of the profession and its ethical standards, as well as relevant policies, laws, and regulations that may affect practice with individuals, families, groups, organizations, and communities. Social workers understand that ethics are informed by principles of human rights and apply them toward realizing social, racial, economic, and environmental justice in their practice. Social workers understand frameworks of ethical decision making and apply principles of critical thinking to those frameworks in practice, research, and policy arenas. Social workers recognize and manage personal values and the distinction between personal and professional values (values/GB1). Social workers understand how their evolving worldview, personal experiences, and affective reactions influence their professional judgment and behavior (cognitive and behavioral processes/GB2). Social workers take measures to care for themselves professionally and personally, understanding that self-care is paramount for competent and ethical social work practice. Social workers use rights-based, antiracist, and anti-oppressive lenses to understand and critique the profession's history, mission, roles, and responsibilities and recognize historical and current contexts of oppression in shaping institutions and social work. Social workers understand the role of other professionals when engaged in interprofessional practice. Social workers recognize the importance of lifelong learning and are committed to continually updating their skills to ensure relevant and effective practice (skills/GB4). Social workers understand digital technology and the ethical use of technology in social work practice (knowledge/GB3). Social workers:

- G1, B1 - Make ethical decisions by applying the standards of the National Association of Social Workers Code of Ethics, relevant laws and regulations, models for ethical decision making, ethical conduct of research, and additional codes of ethics within the profession as appropriate to the context;
- G1, B2 - Demonstrate professional behavior; appearance; and oral, written, and electronic communication;
- G1, B3 - Use technology ethically and appropriately to facilitate practice outcomes; and
- G1, B4 - Use supervision and consultation to guide professional judgment and behavior

### **Competency G2: Advance Human Rights and Social, Racial, Economic, and Environmental Justice**

Social workers understand that every person regardless of position in society has fundamental human rights (values/GB5). Social workers are knowledgeable about the global intersecting and ongoing injustices throughout history that result in oppression and racism, including social work's role and response (knowledge/GB5). Social workers critically evaluate the distribution of power and privilege in society in order to promote social, racial, economic, and environmental justice by reducing inequities and ensuring dignity and respect for all (cognitive and affective processes/GB6). Social workers advocate for and engage in strategies to eliminate oppressive structural barriers to ensure that social resources, rights, and responsibilities are distributed equitably and that civil, political, economic, social, and cultural human rights are protected (skill/GB6).

Social workers:

- G2, B5 - Advocate for human rights at the individual, family, group, organizational, and community system levels; and
- G2, B6 - Engage in practices that advance human rights to promote social, racial, economic, and environmental justice.

### **Competency G3: Engage Anti-Racism, Diversity, Equity, and Inclusion (ADEI) in Practice.**

Social workers understand how racism and oppression shape human experiences and how these two constructs influence practice at the individual, family, group, organizational, and community levels and in policy and research (knowledge/GB7). Social workers understand the pervasive impact of White supremacy and privilege and use their knowledge, awareness, and skills to engage in anti-racist practice. Social workers understand how diversity and intersectionality shape human experiences and identity development and affect equity and inclusion (values/GB7). The dimensions of diversity are understood as the intersectionality of factors including but not limited to age, caste, class, color, culture, disability and ability, ethnicity, gender, gender identity and expression, generational status, immigration status, legal status, marital status, political ideology, race, nationality, religion and spirituality, sex, sexual orientation, and tribal sovereign status. Social workers understand that this intersectionality means that a person's life experiences may include oppression, poverty, marginalization, and

alienation as well as privilege and power (cognitive and affective processes/GB8). Social workers understand the societal and historical roots of social and racial injustices and the forms and mechanisms of oppression and discrimination. Social workers understand cultural humility and recognize the extent to which a culture's structures and values, including social, economic, political, racial, technological, and cultural exclusions, may create privilege and power resulting in systemic oppression (skill/GB8).

Social workers:

- G3, B7 - Demonstrate anti-racist and anti-oppressive social work practice at the individual, family, group, organizational, community, research, and policy levels; and
- G3, B8 - Demonstrate cultural humility by applying critical reflection, self-awareness, and self-regulation to manage the influence of bias, power, privilege, and values in working with clients and constituencies, acknowledging them as experts of their own lived experiences.

#### **Competency G4: Engage in Practice-Informed Research and Research-Informed Practice.**

Social workers use ethical, culturally informed, anti-racist, and anti-oppressive approaches in conducting research and building knowledge (knowledge/GB9). Social workers use research to inform their practice decision making and articulate how their practice experience informs research and evaluation decisions. Social workers critically evaluate and critique current, empirically sound research to inform decisions pertaining to practice, policy, and programs. Social workers understand the inherent bias in research and evaluate design, analysis, and interpretation using an anti-racist and anti-oppressive perspective (cognitive and affective processes/GB10). Social workers know how to access, critique, and synthesize the current literature to develop appropriate research questions and hypotheses. Social workers demonstrate knowledge and skills regarding qualitative and quantitative research methods and analysis, and they interpret data derived from these methods (skills/GB9). Social workers demonstrate knowledge about methods to assess reliability and validity in social work research. Social workers can articulate and share research findings in ways that are usable to a variety of clients and constituencies. Social workers understand the value of evidence derived from interprofessional and diverse research methods, approaches, and sources (values/GB10).

Social workers:

- G4, B9 - Apply research findings to inform and improve practice, policy, and programs;
- G4, B10 - Identify ethical, culturally informed, anti-racist, and anti-oppressive strategies that address inherent biases for use in quantitative and qualitative research methods to advance the purposes of social work.

#### **Competency G5: Engage in Policy Practice.**

Social workers identify social policy at the local, state, federal, and global level that affects wellbeing, human rights and justice, service delivery, and access to social services (knowledge/GB11). Social workers recognize the historical, social, racial, cultural, economic,

organizational, environmental, and global influences that affect social policy (cognitive and affective processes/GB11). Social workers understand and critique the history and current structures of social policies and services and the role of policy in service delivery through rights-based, anti-oppressive, and anti-racist lenses (values/GB12). Social workers influence policy formulation, analysis, implementation, and evaluation within their practice settings with individuals, families, groups, organizations, and communities. Social workers actively engage in and advocate for anti-racist and anti-oppressive policy practice to effect change in those settings (skills/GB12).

Social workers:

- G5, B11 - Use social justice, anti-racist, and anti-oppressive lenses to assess how social welfare policies affect the delivery of and access to social services; and
- G5, B12 - Apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, racial, economic, and environmental justice.

### **Competency G6: Engage with Individuals, Families, Groups, Organizations, and Communities**

Social workers understand that engagement is an ongoing component of the dynamic and interactive process of social work practice with and on behalf of individuals, families, groups, organizations, and communities. Social workers value the importance of human relationships (values/GB14). Social workers understand theories of human behavior and person-in-environment and critically evaluate and apply this knowledge to facilitate engagement with clients and constituencies, including individuals, families, groups, organizations, and communities (knowledge/GB13). Social workers are self-reflective and understand how bias, power, and privilege as well as their personal values and personal experiences may affect their ability to engage effectively with diverse clients and constituencies (cognitive and affective processes/GB14). Social workers use the principles of interprofessional collaboration to facilitate engagement with clients, constituencies, and other professionals as appropriate (skills/GB14).

Social workers:

- G6, B13 - Apply knowledge of human behavior and person-in-environment, as well as interprofessional conceptual frameworks, to engage with clients and constituencies; and
- G6, B14 - Use empathy, reflection, and interpersonal skills to engage in culturally responsive practice with clients and constituencies.

### **Competency G7: Assess Individuals, Families, Groups, Organizations, and Communities**

Social workers understand that assessment is an ongoing component of the dynamic and interactive process of social work practice (knowledge/GB15). Social workers understand theories of human behavior and person-in-environment, as well as interprofessional conceptual frameworks, and they critically evaluate and apply this knowledge in culturally responsive assessment with clients and constituencies, including individuals, families, groups,

organizations, and communities (skills/GB15). Assessment involves a collaborative process of defining presenting challenges and identifying strengths with individuals, families, groups, organizations, and communities to develop a mutually agreed-upon plan (values/16). Social workers recognize the implications of the larger practice context in the assessment process and use interprofessional collaboration in this process. Social workers are self-reflective and understand how bias, power, privilege, and their personal values and experiences may affect their assessment and decision making (cognitive and affective processes/GB16).

Social workers:

- G7, B15 - Apply theories of human behavior and person-in-environment, as well as other culturally responsive and interprofessional conceptual frameworks, when assessing clients and constituencies; and
- G7, B16 - Demonstrate respect for client self-determination during the assessment process by collaborating with clients and constituencies in developing a mutually agreed-upon plan.

### **Competency G8: Intervene with Individuals, Families, Groups, Organizations, and Communities**

Social workers understand that intervention is an ongoing component of the dynamic and interactive process of social work practice (knowledge/GB17). Social workers understand theories of human behavior, person-in-environment, and other interprofessional conceptual frameworks, and they critically evaluate and apply this knowledge in selecting culturally responsive interventions with clients and constituencies, including individuals, families, groups, organizations, and communities (values/cognitive and affective processes/GB17). Social workers understand methods of identifying, analyzing, and implementing evidence-informed interventions and participate in interprofessional collaboration to achieve client and constituency goals. Social workers facilitate effective transitions and endings (skills/GB18).

Social workers:

- G8, B17 - Engage with clients and constituencies to critically choose and implement culturally responsive, evidence-informed interventions to achieve client and constituency goals; and
- G8, B18 - Incorporate culturally responsive methods to negotiate, mediate, and advocate with and on behalf of clients and constituencies.

### **Competency G9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities**

Social workers understand that evaluation is an ongoing component of the dynamic and interactive process of social work practice with and on behalf of diverse individuals, families, groups, organizations, and communities (values/GB19). Social workers evaluate processes and outcomes to increase practice, policy, and service delivery effectiveness (cognitive and affective processes/GB20). Social workers apply anti-racist and anti-oppressive perspectives in

evaluating outcomes. Social workers understand theories of human behavior and person-in-environment, as well as interprofessional conceptual frameworks, and critically evaluate and apply this knowledge in evaluating outcomes (knowledge/GB19). Social workers use qualitative and quantitative methods for evaluating outcomes and practice effectiveness (skills/GB20).

Social workers:

- G9, B19 - Select and use culturally responsive methods for evaluation of outcomes; and
- G9, B20 - Critically analyzes outcomes and apply evaluation findings to improve practice effectiveness with individuals, families, groups, organizations, and communities.

## **Specialization Competencies and Practice Behaviors**

### **Competency S1: Demonstrate Ethical and Professional Behavior**

Social workers understand the value base of the profession and apply its ethical standards, as well as a social justice lens, when considering relevant practices, policies, laws, and regulations that may impact marginalized individuals, families, groups, organizations, and communities (knowledge/values/SB1). Social workers understand frameworks of ethical decision making and apply principles of critical thinking and a social justice lens to those frameworks in practice, research, and policy arenas that may impact marginalized populations (cognitive and affective processes/SB2). Social workers understand the physical, mental, and emotional impact of practice with marginalized populations and take measures to care for themselves professionally and personally, understanding that self-care is paramount for competent and ethical social work practice. Social workers recognize the importance of professional relationships, both with other professionals and in the form of inter-professional teams, acknowledge that not all professions regularly apply principles of social justice in their work, and actively strive to bring a social justice lens to interdisciplinary work with marginalized populations (knowledge/values/skills/SB3). Social workers understand digital technology, the ethical use of technology in social work practice, and how issues of accessibility and availability of technology may impact marginalized populations (skills/SB4). Social workers:

- S1, B1 - Use supervision and consultation to explore how issues of professional ethics, values, and social justice inform practice, research, and policy decisions when working with marginalized populations.
- S1, B2 - Apply ethical guidelines and a social justice lens to complex ethical dilemmas involving marginalized populations to arrive at ethically informed, socially just decisions.
- S1, B3 - Bring issues of social justice to the forefront when engaged in interdisciplinary work with marginalized populations.
- S1, B4 - Assess how the incorporation of technology can both create and remove barriers to the accessibility, availability, and outcomes of client services

### **Competency S2: Advance Human Rights and Social, Racial, Economic, and Environmental Justice**

Social workers recognize that every individual, irrespective of their social standing in the development and promotion of a just society, is entitled to fundamental human rights **(knowledge/SB5)**. Social workers analyze the interconnected and enduring injustices throughout history that have contributed to colonization, oppression, and racism, including the role and response of the social work profession **(cognitive and affective processes/SB5)**. Social workers value and are committed to promoting and protecting the human rights of individuals, families, groups, organizations, and communities, advocating for policies and practices that advance social, racial, economic, and environmental justice **(values/SB6)**. Social workers strive to create a more equitable society by addressing systemic inequalities and supporting the power inherent within marginalized communities **(skills/SB6)**. Social workers:

- S2, B5 - Advocate for and work towards change in social policies, organizations, and service delivery systems when they fail adequately to protect human rights and advance social, economic, and environmental justice
- S2, B6 - Social workers apply principles of social, racial, economic and environmental justice within client systems to create or identify mechanisms for change that address systemic inequalities.

### **Competency S3: Engage Anti-Racism, Diversity, Equity, and Inclusion (ADEI) in Practice**

Social workers use a social justice lens to understand how racism and oppression shape human experience and impact client systems, policy and research **(knowledge/SB7)**. Social workers are able to describe the profound influence of White supremacy, privilege, and oppression within the framework of an anti-racist pedagogy, as they actively develop their understanding, awareness, and competencies through the lens of social justice **(cognitive/affective processes/SB7)**. Social workers value and embrace diversity and how intersectionality influences human experiences and the formation of identity **(values/SB8)**. The dimensions of diversity encompass the intersectionality of various factors, including but not limited to social class, race, color, ethnicity, culture, language, immigration status, gender, sex, sexual orientation, marital status, age, political ideology, religion, and disability status. Social workers acknowledge that oppression, poverty, marginalization, and alienation, as well as privilege and power, impact a person's intersectionality and life experiences. Social workers assess the societal and historical origins of social and racial injustices, along with the various forms and mechanisms of oppression and discrimination. Social workers practice cultural humility and acknowledge how societal structures and values can foster privilege and power that contribute to systemic oppression **(skills/SB8)**. Social workers:

- S3, B7 - Identify, develop, and employ anti-racist and anti-oppressive practices when working with client systems.
- S3, B8 - demonstrate cultural humility by incorporating positionality to improve practice client systems

### **Competency S4: Engage in Practice-Informed Research and Research-Informed Practice**

Social workers use research to inform their practice decision making and use critical thinking to ensure that multiple knowledge sources inform research and evaluation decisions, with special consideration for vulnerable populations using a social justice lens (**cognitive and affective behaviors/SB9**). Social workers know how to develop appropriate research questions and hypotheses, And the importance of research in evaluating practice among marginalized clients (**knowledge/SB9**). Social workers understand the value of social justice, the importance of evidence specific to marginalized populations, and the importance of conducting and sharing research with marginalized groups (**values/SB10**). Social workers:

- S4, B9 - Critically evaluate current research to inform decisions pertaining to practice, policy, and programs for marginalized groups.
- S4, B10 - Use qualitative and quantitative research design, methods, and analysis, and they interpret data derived from these methods, understanding how positionality can influence interpretations

### **Competency S5: Engage in Policy Practice**

Social workers use a social justice lens and policy analysis framework, and empirical evidence to analyze social policies that impact or marginalize vulnerable populations by creating systematic disparities (**cognitive and affective processes/ SB11**). Social workers recognize the historical, social, racial, cultural, economic, organizational, environmental, structural, systemic, and global influences that affect social policy, and work to critique and dismantle these influences with evidence-based policy making (**knowledge/values SB11**). Social workers engage with policy advocacy through rights-based, anti-oppressive, and anti-racist lenses. Social workers influence policy formulation, analysis, implementation, and evaluation within their practice settings with individuals, families, groups, organizations, and communities (**skills/SB12**).

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- SB11- Social workers work to dismantle the oppressive, historical, social, racial, cultural, economic, organizational, environmental, and global systems that marginalize clients, by actively engaging in and advocating for anti-racist and anti-oppressive policies to effect change in those settings.
- SB12 - Social workers engage in evidence-based policy formulation and analysis and advocate to help implement policy change with marginalized client systems.

### **Competency S6: Engage with Individuals, Families, Groups, Organizations, and Communities**

Social workers recognize the value of language and communication across diverse client groups and use that to understand human behavior in the social environment (**value/SB13**). Social workers also recognize the relevance of theories of human behavior and the social environment, with a particular focus on the impact of racism, oppression and marginalization on client systems (**knowledge/SB13**). Social workers critically evaluate and apply language, communication, and theories of human behavior and the social environment with a social justice and anti-racist lens to facilitate engagement with marginalized client systems (**skill/SB14**). Social workers recognize how their own values, beliefs, and privilege may inhibit their ability to engage client systems, so they work to adopt a stance of “not knowing” to discover approaches to engagement that are appropriate to diverse client systems (**cognitive and affective processes/SB14**). Social workers:

- S6, B13 - Apply understanding of human behavior in the social environment using a social justice lens to engage with marginalized and oppressed client systems
- S6, B14 - Adopt a stance of “not knowing” with client systems in order to understand the impact of social injustice, racism, discrimination, and oppression on client systems and collaboratively develop culturally appropriate approaches to engage diverse client systems

### **Competency S7: Assess Individuals, Families, Groups, Organizations, and Communities**

Social workers understand how culture and life experiences shape the experiences, strengths and challenges of marginalized and oppressed client systems (**knowledge/SB15**). Social workers value the role that culture and intersectionality play in shaping the development of goals and outcomes for marginalized client systems (**values/SB16**). Social workers understand the complex ways in which positionality should be accounted for during the assessment process, to include self-reflection of their own power, privilege, values and beliefs (**cognitive and affective processes/SB17**). Social workers also understand that part of the assessment process is understanding the historical/cultural/political contexts that lead to and exacerbate systems of oppression, discrimination, and domination. Social workers recognize these contexts and use critical thinking to ensure that theory, evidence-based practice and the client’s culture and intersectionality are incorporated and applied to a comprehensive assessment model (**skills/SB17**). Social workers:

- S7, B15 - Use knowledge of assessment models and the clients’ culture and intersectionality to develop assessment models for use with marginalized and diverse populations.
- S7, B16 - Join client systems using a collaborative assessment process to develop self-determined goals and outcomes
- S7, B17 - Apply specialized theoretical perspectives which focus on the impact of social injustice, marginalization and oppression in assessing client systems

### **Competency S8: Intervene with Individuals, Families, Groups, Organizations, and Communities**

Social Workers understand the importance of evidence-informed interventions when working with marginalized, vulnerable, and oppressed client systems (**knowledge/SB18**). Social workers apply methods of identifying, analyzing and implementing evidence-informed interventions that take into consideration culture and intersectionality while working with marginalized populations (**cognitive and affective processes/SB18**). Social workers utilize their knowledge and understanding of human behavior and the social environment in conjunction with a social justice lens when intervening with marginalized client systems. (skills/SB219). Social Workers value the role that clients play in the selection and implementation of self-determined interventions (**values/SB19**). Additionally, Social Workers value interprofessional collaboration and participate in interdisciplinary teams as necessary to meet the goals of marginalized and oppressed client systems. Social Workers:

- S8, B18 - Apply theories and perspectives with a social justice lens to inform interventions with marginalized and oppressed populations.
- S8, B19 - Critically choose and implement evidence-informed interventions that account for positionality and reflect client self-determination when working with marginalized, vulnerable and oppressed client systems.

### **Competency S9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities**

Social Workers understand the complexities involved in the evaluation of social work practice with marginalized, vulnerable, and oppressed client systems (**knowledge/SB20**). Social Workers recognize that due to the intersectionality of social, political, and cultural identities among diverse client systems, and the marginalization they often face, it is important to evaluate evidence-based practice using an anti-racist and social justice lens to ensure anti-oppressive practice. (**values/SB20**). Social workers understand the multiple knowledge sources that contribute to the design of research and evaluation tools and use critical thinking skills to help apply this understanding to evaluate studies of social work interventions (**cognitive and affective processes/SB20**). Social workers use research methods that reflect anti-racist and anti-oppressive practices when evaluating work with marginalized populations (**skills/SB21**). Social Workers:

- S9, B20 - Using critical thinking and a social justice lens, apply anti-racist and anti-oppressive research methodologies and theories of human behavior in the social environment to evaluate practice interventions with marginalized client systems.
- S9, B21 - Generate or apply research findings to improve the effectiveness of anti-racist and anti-oppressive practices with marginalized client systems.