

MSW/ACOSA - EPAS MATRIX for Core Macro Practice Competencies

The broad range of macro practice defined as social work with organizations, communities and in planning and policy practice.

EPAS 2008 Competencies	Knowledge, Values, and Judgments	Practice Behaviors (To be assessed/measured depending upon the focus and goals of each educational program)
2.1.1 Identify as a professional social workers and conduct oneself accordingly	<p>Social workers in macro practice</p> <ul style="list-style-type: none"> • know the historical roots of social work in community and organizational practice • recognize the importance of professional conduct and of personal/professional development for practicing in community and organizational settings 	<ul style="list-style-type: none"> • Integrate the legacy of social work macro practice with communities and organizations as demonstrated by . . . • Conduct themselves professionally in their demeanor and communications as demonstrated by . . . • Effectively use personal reflection, self-correction, supervision and consultation to enhance their professional practice as demonstrated by . . .
2.1.2 Apply social work ethical principles to guide professional practice	<p>Social Workers in macro practice</p> <ul style="list-style-type: none"> • ascribe to the values and ethics advanced by NASW and CSWE for professional conduct and, thus, engage in ethical decision-making in working with communities and organizations • understand the use of the IFSW/IASSW Ethics in Social Work, Statement of Principles for arriving at principled decisions concerning social justice and human rights • understand that work within complex systems can generate conflicting priorities and ambiguities that require professional value-based judgments 	<ul style="list-style-type: none"> • Apply ethical standards and laws for professional social work practice in work with organizations and communities as demonstrated by . . . • Promote inclusive communities and organizations as demonstrated by . . . • Advance effective and efficient social service delivery and access to resources in organizations and communities as demonstrated by . . . • Apply ethical reasoning in promoting human rights and social justice in assessment, intervention and evaluation of organizational and community practice as demonstrated by . . .
2.1.3 Apply critical thinking to inform and communicate professional judgments	<p>Social Workers in macro practice</p> <ul style="list-style-type: none"> • approach community and organizational problem-solving using logical, scientific and reasoned frameworks for analysis and synthesis toward intervention 	<ul style="list-style-type: none"> • Synthesize multiple frameworks and sources of information to make professional judgments as demonstrated by . . . • Inform and engage diverse constituents in critical community and organizational analysis and problem-solving as demonstrated by . . . • Use logic, critical thinking and creativity in written and oral communication with organizations and communities as demonstrated by . . .
2.1.4 Engage diversity and difference in practice	<p>Social Workers in macro practice</p> <ul style="list-style-type: none"> • recognize diversity through multiple factors including age, race, class, color, culture, disability, ethnicity, gender, gender identity, religion, political ideology, immigration status, sex and sexual orientation and how these differences can influence oppression, poverty, marginalization, and alienation as well as privilege, power, and acclaim in communities and organizations 	<ul style="list-style-type: none"> • Utilize strengths of differing life experiences to build inclusive communities and multicultural organizations as demonstrated by . . . • Recognize, understand, and communicate the environmental and ethnic constructs that shape realities for different people and groups as demonstrated by . . . • Engage with and ensure participation of diverse and marginalized community and organizational constituents by identifying and accommodating multilingual and non-literate needs, gender power dynamics, and, access for disabilities in assessing, planning and implementing interventions as demonstrated by . . .

<p>2.1.5 Advance human rights and social and economic justice</p>	<p>Social Workers in macro practice</p> <ul style="list-style-type: none"> • are knowledgeable of the global interconnections of oppression, and theories and strategies to promote social justice and human rights • adhere to the principles of human rights advanced through national constitutional laws and through international declarations of human rights, including the seven declarations and conventions listed in the IFSW/IASSW Ethics in Social Work, Statement of Principles 	<ul style="list-style-type: none"> • Advocate for human and civil rights individually and collectively as demonstrated by . . . • Advance specific principles in national and international professional documents to eliminate social, economic and environmental injustice within communities, organizations, institutions and society as demonstrated by . . . • Demonstrate understanding of indicators that show improved well-being for communities and organizations, and, where possible incorporate evaluative measures of well-being that integrate improvements in social, economic, political and environmental realms, as demonstrated by . . .
<p>2.1.6 Engage in research-informed practice and practice-informed research</p>	<p>Social Workers in macro practice</p> <ul style="list-style-type: none"> • utilize quantitative and qualitative research to understand the nature of communities and organizations and the best practices to improve well-being in these macro systems • integrate members of communities and organizations in the process and outcome evaluations of macro system interventions 	<ul style="list-style-type: none"> • Utilize theories of community and organizational behavior in assessment and analysis of macro interventions as demonstrated by . . . • Construct and utilize best practice, evidence-informed research to develop and implement community and organizational interventions as demonstrated by . . . • Advance research that is participatory and inclusive of the community and organizational constituencies with whom they practice as demonstrated by . . .
<p>2.1.7 Apply knowledge of human behavior and the social environment</p>	<p>Social Workers in macro practice</p> <ul style="list-style-type: none"> • recognize the central importance of human relationships and utilize the interconnection between people and place, between people and the micro and macro systems of which they are a part, and relationships of people with the social systems they have created to respond to human needs • appreciate the unique dimensions that cultural, environmental, urban, and rural contexts bring to communities and organizations and those engaged in these macro systems 	<ul style="list-style-type: none"> • Assess and analyze communities and organizations as social systems with life cycles and roles that sometimes impede and/or degrade, but often maintain well-being as demonstrated by . . . • Incorporate a broad understanding of cultural and political contexts in planning interventions as demonstrated by . . . • Recommend and evaluate interventions that enhance the connectivity of persons to the communities and organizations that improve their lives as demonstrated by . . .
<p>2.1.8 Engage in policy practice to advance social and economic well-being and to deliver effective social work services</p>	<p>Social Workers in macro practice</p> <ul style="list-style-type: none"> • recognize that social work is a non-partisan political profession and that political processes and policies affect the social, economic and environmental well-being of individuals, families, communities and organization, as well as social work practice itself 	<ul style="list-style-type: none"> • Analyze policies from historical, current, and global perspectives with particular understanding of the role of social, economic, and political forces on policy formulation, and the implications for less powerful and oppressed groups as demonstrated by . . . • Actively engage in the policy arena on behalf of community and organizational interests, working in collaborative efforts to formulate policies that improve the effectiveness of social services and the well-being of people, especially for the most vulnerable, as demonstrated by . . .
<p>2.1.9 Respond to contexts that shape practice</p>	<p>Social Workers in macro practice</p> <ul style="list-style-type: none"> • recognize and react to the changing landscape of the public, nonprofit, service and for-profit organizations that comprise the social service sector, as well as to the social, economic, political and environmental contexts that shape these organizations and community life 	<ul style="list-style-type: none"> • Provide leadership in organizations and communities for effective, ethical interventions that improve the well-being of individuals, families, organizations and communities as demonstrated by . . . • Apply theoretical frameworks to assess and analyze the task domain of organizations, communities and the constituencies they serve as demonstrated by . . . • Facilitate and strengthen the development of civic society and grassroots community groups that are most often excluded from community decision

		<p>making as demonstrated by . . .</p> <ul style="list-style-type: none"> • Strategically plan organizational and community change and development relative to improved social, economic, political and environmental well-being as demonstrated by . . . • Make use of technological and scientific advancements that contribute to understanding and solving problems affecting organizations and communities as demonstrated by . . .
<p>2.1.10 Engage, assess, intervene, and evaluate with individuals, families, groups, organizations, and communities</p>	<p>Social Workers in macro practice</p> <ul style="list-style-type: none"> • Engage, assess, intervene and evaluate with organizations and communities and the groups, families and individuals that are part of those macro systems. • Understand participatory methods and the importance of the worth and dignity of persons in all engagement, assessment, intervention and evaluation efforts. 	<ul style="list-style-type: none"> • Engage with communities, their constituencies, and organizations that serve them to assess and analyze community/organization capacities, strengths, and needs as demonstrated by . . . • Disseminate both positive and ineffective outcomes of evidence-informed interventions to help understand when and why interventions hinder or improve human well-being as demonstrated by . . . • Plan with communities and organizations to apply interventions through a variety of models, methods, strategies, and tactics identified as appropriate to the local, regional, national and international contexts and needs for change as demonstrated by . . . • Demonstrate leadership and skill in human service organizations, in areas such as policy and task analysis, advocacy, governance, planning, program development and program management, financial development/management, supervision, evaluation, human resources and staff development as demonstrated by . . . • Demonstrate leadership and skill in working with communities and community based organizations in areas such as organizing, planning, collaboration, sustainable development and progressive/effective change, measured through self-assessment, field assessment, and curriculum assessment, specifically demonstrated by . . . • Use participatory methods to involve community and organizational constituencies in evaluating the effectiveness of interventions in order to recommend future actions as demonstrated by . . .

Dorothy N. Gamble, adapted from a template developed by the University of Pittsburg School of Social Work, and with comments from Association of Community Organization and Social Administration (ACOSA) membership through November, 2010, and from macro professors attending the Portland Oregon APM, October 15, 2010. Adopted by the ACOSA Board of Directors January, 2011. Adapted from Gamble, D. N. (2011). Advanced concentration macro competencies for social work practitioners. *Journal of Community Practice*, 19(4), pp.369-402. Please send comments or questions to Dorothy Gamble, dee_gamble@unc.edu , Sondra Fogel, fogel.sondra@gmail.com , and Tracy Soska, tsssw@pitt.edu .