Core Competencies for BSW Education

The following competencies reflect the required knowledge, values, and skills that students will study and demonstrate throughout the Social Work Program (for more detail go to www.cswe.org):

Competency 1: Demonstrate ethical and professional behavior
Competency 2: Engage diversity and difference in practice
Competency 3: Advance human rights and social, economic, and environmental justice
Competency 4: Engage in practice-informed research and research-informed practice
Competency 5: Engage in policy practice
Competency 6: Engage with individuals, families, groups, organizations, and communities
Competency 7: Assess individuals, families, groups, organizations, and communities
Competency 8: Intervene with individuals, families, groups, organizations, and communities
Competency 9: Evaluate practice with individuals, families, groups, organizations, and communities

Siena College Social Work Program
Academic, Behavioral, and Ethical Expectations

The following Academic, Behavioral, and Ethical expectations (established per EPAS 3.1) evaluate students' academic and professional performance for:

- Formal admission and subsequent retention in the Social Work Program
- Admission and retention in the field education components of the program (SWRK 301/410/420)

Overall Academic Expectations:
1) Maintain a minimum overall cumulative GPA of 2.3 or higher in coursework at Siena College
2) Maintain a minimum of C- in all required social work courses (See the College Catalog for further information)
3) Maintain a minimum overall Social Work GPA of 2.7
4) Receive a ‘Pass’ grade for all field education components (all are Pass/Fail courses)

SWRK Academic Expectations (classroom and field education components):
1) Attend regularly, arrive on time, and remain attentive and focused
2) Come prepared (having completed assigned readings, homework, etc.)
3) Participate actively in discussions and activities
4) Submit original written work that is thorough, integrates course material, and correctly incorporates APA-style citations
5) Be receptive to constructive feedback and utilize feedback to improve the quality of work
6) Consistently demonstrate effective verbal, written, and electronic communication skills
7) Meet all deadlines and submit all required materials

Behavioral/Professional Expectations:
1) Comply with Departmental and College Policies, outlined on all social work course syllabi, Program Handbook, and Field Education Manual
2) Communicate proactively and engage in problem-solving with instructor(s) and/or Department Chair in a timely and appropriate manner (i.e. absence/tardiness, deadlines, concerns, etc.)
3) Communicate proactively and engage in problem-solving with field/internship supervisor, instructor and/or Coordinator of Field Education in a timely and appropriate manner (i.e. absence/tardiness, deadlines, concerns, etc.)
4) E-mail is the primary method of communication used by the department. Check email frequently
and respond
5) Work effectively/collaborate with others in groups
6) Demonstrate behavior that is empathic, respectful, diversity-affirming and culturally sensitive

Ethical Expectations:
1) Interact with others in a nonjudgmental, respectful, and open-minded manner
2) Demonstrate behavior consistent with College policies and applicable laws at the local, state, national, and international level(s)
3) Demonstrate behavior consistent with the National Association of Social Workers’ (NASW) Values and Code of Ethics (especially integrity)
4) Identify and address conflicts between personal values and the NASW Values and Code of Ethics
5) Utilize effective coping skills to deal with academic and/or personal challenges
6) Maintain appropriate boundaries and uphold confidentiality both during and outside of class/field:
   a. Manage self-disclosure appropriately (verbally, in writing, and in electronic mediums)
   b. Respect personal space and possessions

Process for Feedback, Problem-Resolution, and Program Standing Changes:

To proactively address any concerns or challenges with the outlined expectations, and to facilitate the student’s active involvement in finding a resolution, the following process will be used:

1) A department member will notify the student via email and request a meeting to discuss the concern(s)/challenge(s) and develop a plan for resolution (if appropriate, other department members may be asked to participate).
2) If the issue is successfully resolved, this outcome is documented via email and a copy of the correspondence is placed in the student’s departmental file.
3) If the issue is not successfully resolved and/or a pattern of concerns/challenges occurs in more than one component of the Social Work Program, appropriate members of the department will meet with the student to discuss possible changes in the student’s status within the program (i.e. conditional status with remedial actions outlined, or termination from the program). Conditional status is granted one time only and will remain in effect for one semester. If expectations are not met by the end of that semester, termination from the program will be initiated.

Please note that all correspondence about concerns, challenges, plans for resolution, and letters regarding the student’s status in the program become part of the student’s departmental file.

Grievance Process:

If a student has concerns about this process, the student should notify the Chair of the Social Work Department in writing (via email or a letter). The Department Chair will work with the student to identify an appropriate process for resolution. If a student does not feel comfortable discussing these issues with the Department Chair or would like to appeal the decision of the department, the student has the right to request a meeting with the Dean of the School of Liberal Arts who will be given a copy of the relevant documentation from the student’s departmental file.

My signature below indicates that I have read and understand these expectations:

_______________________________________________
Signature

_______________________________________________
Date

(rev. 03/2019)