Kansas Child Welfare Scholars Competencies

MSW graduates of the Kansas Child Welfare Scholars Program will be competent in the following:

❖ Cultural Competence
  1. Knowledgeable of the Multiethnic Placement and Interethnic Placement Act and ability to apply its provisions in work with children and families.
  3. Able to apply relevant intervention models in work with diverse ethnic and cultural populations.
  4. Able to effectively manage diversity of staff and uses individual strengths of team members to build a successful team.

❖ Child and Family Assessment & Interventions
  1. Ability to recognize abuse or neglect occurring in out-of-home placement and ability to respond in a manner that will prevent further maltreatment.
  2. Ability to effectively assess children with special needs and make appropriate recommendations.
  3. Ability to effectively assess families for risk and safety and implement plans to keep children safe.
  4. Ability to work with children and families to maintain permanency and prevent recurring maltreatment.
  5. Ability to utilize family-centered best practice therapeutic models and interventions in working with children and families.
  6. Ability to prepare children for reunification, guardianship, adoption or independent living and assist them in the adjustment process.

❖ Human Development and the Environment
  1. Ability to recognize agency barriers that hinder the growth and development of children and families and implement strategies of successful intervention.
  2. Ability to recognize the various effects of trauma on children and families in the child welfare system.
  3. Knowledge of teen sexuality and gender identity and the role it plays in their development.
  4. Ability to apply theories of human development and organizational change in developing intervention plans with clients.
  5. Ability to assess the effects of family transition and the impact of becoming a client of the child welfare system.

❖ Child Welfare Policy, Planning and Administration
  1. Knowledge of the roles and responsibilities of a leader/manager in the child welfare system and ability to develop systems that address diversity in staff and client populations.
  2. Ability to work collaboratively with internal and external stakeholders to implement policies that serve the best interest of clients in the child welfare system.
3. Knowledge of regulatory, legislative, and judicial processes at local, state and national levels and their influence on agency policies and practices.
4. Ability to utilize best practice research and technology to implement successful child welfare policies and programs.
5. Knowledge of local, state, and federal funding sources and how they play a role in agency policy, objectives and service delivery.
6. Knowledge of organization structure and culture and its role in service delivery to clients.
7. Ability to utilize professional standards of ethics and values in making decisions affecting children and families.
8. Ability to advocate for children and families when legislative or policy barriers hinder their growth and development.
10. Knowledgeable of and ability to apply appropriate state and federal outcome measures to evaluate job performance in the child welfare profession.
11. Knowledgeable of and ability to use evidence-based practice and has a basic understanding of empirical research and how it contributes to successful outcomes in the child welfare field.

❖ Documentation
   1. Ability to prepare timely and accurate court progress reports with written therapeutic recommendations.

In addition, MSW graduate will meet demonstrate the following BSW competencies:

❖ Cultural Competence
   1. Ability to show sensitivity to culture, ethnicity and sexual orientation.
   2. Ability to conduct ethnically and culturally sensitive child and family assessments.
   3. Ability to understand the importance of language in the lives of children and families.

❖ Professionalism
   1. Knowledgeable of the ethical standards in the social work profession.
   2. Knowledgeable of confidentiality standards in the social work profession.
   3. Ability to utilize appropriate boundaries when working with children and families.
   4. Knowledgeable of and ability to conform to the mandated reporter statute.

❖ Documentation
   1. Ability to appropriately document child and family case file information.
   2. Ability to appropriately complete court report information.

❖ Child Maltreatment, Domestic Violence and Substance Abuse
   1. Knowledgeable of the factors that lead to child abuse/neglect.
   2. Demonstrate a capacity to recognize and accurately identify the physical, emotional, and behavioral indicators of child abuse, child sexual abuse, and neglect and the effects that they have on children and families.
   3. Knowledgeable of domestic violence and the effects it has on children and families.
   5. Ability to balance role to protect children and provide appropriate services that will aid in reunifying children with their parents.
Human Development and the Environment
1. Knowledgeable of the effects of attachment, separation, and placement experiences for the child and family and the effects they have on child physical, cognitive, social and emotional development.
2. Ability to identify indicators of age-appropriate development in children.
3. Ability to recognize indicators of developmental delays, disabilities, illness and other conditions that impact the development of children.
4. Knowledgeable of the effects of culture on family relationships and dynamics.
5. Knowledgeable of the effects of poverty, racism, sexism, homophobia, violence, and other forms of oppression on families in the child welfare system.

Family Collaboration and Partnership
1. Ability to engage families, recognizing them as experts on their family, and use effective strategies in facilitating a family-centered & strength-based practice.
2. Knowledgeable of and ability to refer families to needed mental health and community resources that will assist them in reunifying their families.
3. Understand the importance of parent/child, worker/parent, worker/child, and sibling interactions to the reunification process and practices accordingly.
4. Knowledgeable and the ability to work with mothers, fathers, and other family members in the child welfare system.
5. Ability to work collaboratively with biological families, foster families and kin networks.
6. Knowledgeable of the importance of placing children with family members and people that are familiar to them.
7. Ability to promote and sustain healthy relationships between children, their caregivers and extended family members.
8. Knowledge of and ability to utilize effective aftercare services to maintain permanency for children and families.

Child and Family Assessment and Case Planning
1. Ability to assess risk and safety for children and families initially and throughout the life of the case.
2. Ability to complete child and family assessments initially and throughout the life of the case. Accurately uses eco-maps and genograms in assessment of children and families.
3. Ability to help parents/caregivers identify parenting skills that meet children’s needs.
4. Knowledgeable of and ability to practice family-centered case planning with families.
5. Knowledgeable of and ability to determine appropriate case planning goals.
6. Knowledgeable of and ability to facilitate concurrent case planning when appropriate.
7. Knowledgeable of the importance of including extended family members in case planning for children and families.
8. Knowledgeable of levels of care and ability to refer children for appropriate placements.

Legal Processes
1. Ability to effectively testify in court.
2. Ability to utilize appropriate court decorum and dress appropriately for court.
3. Knowledge of court system and legal personnel and the role they play in the lives of children and their families.
❖ Policies and Legislation

❖ Workplace Management
   1. Knowledgeable of the basic structure of the organization.
   2. Ability to work collaboratively with internal and external stakeholders.
   3. Ability to work collaboratively with multidisciplinary teams and team members in the implementation of a case plan.
   4. Ability to plan, prioritize and complete activities within appropriate time frames.
   5. Ability to organize important case information.
   6. Awareness of work-related stress factors and can develop appropriate self-care strategies.