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| Basic principles of human genetics   | 3 | 2 | 1 |
| The family life cycle  | 3 | 2 | 1 |
| Family dynamics and functioning and the effects on individuals, families, groups, organizations, and communities   | 3 | 2 | 1 |
| Theories of couples development  | 3 | 2 | 1 |
| The impact of physical and mental illness on family dynamics   | 3 | 2 | 1 |
| Psychological defense mechanisms and their effects on behavior and relationships   | 3 | 2 | 1 |
| Addiction theories and concepts  | 3 | 2 | 1 |
| Systems and ecological perspectives and theories   | 3 | 2 | 1 |
| Role theories  | 3 | 2 | 1 |
| Theories of group development and functioning  | 3 | 2 | 1 |
| Theories of social change and community development  | 3 | 2 | 1 |
| The dynamics of interpersonal relationships  | 3 | 2 | 1 |
| Models of family life education in social work practice  | 3 | 2 | 1 |
| Strengths-based and resilience theories  | 3 | 2 | 1 |
| The impact of stress, trauma, and violence   | 3 | 2 | 1 |
| Crisis intervention theories   | 3 | 2 | 1 |
| Theories of trauma-informed care   | 3 | 2 | 1 |
| The impact of the environment (e.g., social, physical, cultural, political, and economic) on individuals, families, groups, organizations, and communities | 3 | 2 | 1 |
| The effects of life events, stressors, and crises on individuals, families, groups, organizations, and communities   | 3 | 2 | 1 |
| Person-in-environment (PIE) theory   | 3 | 2 | 1 |
| Communication theories and styles  | 3 | 2 | 1 |
| Psychoanalytic and psychodynamic approaches  | 3 | 2 | 1 |
| The impact of caregiving on families   | 3 | 2 | 1 |
| The dynamics and effects of loss, separation, and grief  | 3 | 2 | 1 |
| <i>Concepts of Abuse and Neglect</i>   |   |   |   |
| Indicators and dynamics of abuse and neglect throughout the lifespan   | 3 | 2 | 1 |
| The effects of physical, sexual, and psychological abuse on individuals, families, groups, organizations, and communities                                  | 3 | 2 | 1 |
| The indicators, dynamics, and impact of exploitation across the lifespan (e.g., financial, immigration status, sexual trafficking)                         | 3 | 2 | 1 |

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| The characteristics of perpetrators of abuse, neglect, and exploitation  | 3 | 2 | 1 |
| <i>Diversity, Social/Economic Justice, and Oppression</i>  |   |   |   |
| The effect of disability on biopsychosocial functioning throughout the lifespan  | 3 | 2 | 1 |
| The effect of culture, race, and ethnicity on behaviors, attitudes, and identity   | 3 | 2 | 1 |
| The effects of discrimination and stereotypes on behaviors, attitudes, and identity  | 3 | 2 | 1 |
| The influence of sexual orientation on behaviors, attitudes, and identity  | 3 | 2 | 1 |
| The impact of transgender and transitioning process on behaviors, attitudes, identity, and relationships   | 3 | 2 | 1 |
| Systemic (institutionalized) discrimination (e.g., racism, sexism, ageism)   | 3 | 2 | 1 |
| The principles of culturally competent social work practice  | 3 | 2 | 1 |
| Sexual orientation concepts  | 3 | 2 | 1 |
| Gender and gender identity concepts  | 3 | 2 | 1 |
| Social and economic justice  | 3 | 2 | 1 |
| The effect of poverty on individuals, families, groups, organizations, and communities   | 3 | 2 | 1 |
| The impact of social institutions on society   | 3 | 2 | 1 |
| Criminal justice systems   | 3 | 2 | 1 |
| The impact of globalization on clients/client systems (e.g., interrelatedness of systems, international integration, technology, environmental or financial crises, epidemics) | 3 | 2 | 1 |

## II. Assessment and Intervention Planning (24%)

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| <i>Biopsychosocial History and Collateral Data</i>                     |   |   |   |
| The components of a biopsychosocial assessment                         | 3 | 2 | 1 |
| The components and function of the mental status examination           | 3 | 2 | 1 |
| Biopsychosocial responses to illness and disability                    | 3 | 2 | 1 |
| Biopsychosocial factors related to mental health                       | 3 | 2 | 1 |
| The indicators of psychosocial stress                                  | 3 | 2 | 1 |
| Basic medical terminology  | 3 | 2 | 1 |
| The indicators of mental and emotional illness throughout the lifespan | 3 | 2 | 1 |

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| The types of information available from other sources (e.g., agency, employment, medical, psychological, legal, or school records) | 3 | 2 | 1 |
| Methods to obtain sensitive information (e.g., substance abuse, sexual abuse)  | 3 | 2 | 1 |
| The indicators of addiction and substance abuse  | 3 | 2 | 1 |
| The indicators of somatization   | 3 | 2 | 1 |
| Co-occurring disorders and conditions  | 3 | 2 | 1 |
| Symptoms of neurologic and organic disorders   | 3 | 2 | 1 |
| The indicators of sexual dysfunction   | 3 | 2 | 1 |
| Methods used to assess trauma  | 3 | 2 | 1 |
| The indicators of traumatic stress and violence  | 3 | 2 | 1 |
| Common psychotropic and non-psychotropic prescriptions and over-the-counter medications and their side effects                     | 3 | 2 | 1 |

*Assessment Methods and Techniques*

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| The factors and processes used in problem formulation  | 3 | 2 | 1 |
| Methods of involving clients/client systems in problem identification (e.g., gathering collateral information)                                 | 3 | 2 | 1 |
| Techniques and instruments used to assess clients/client systems   | 3 | 2 | 1 |
| Methods to incorporate the results of psychological and educational tests into assessment  | 3 | 2 | 1 |
| Risk assessment methods  | 3 | 2 | 1 |
| The indicators and risk factors of the client's/client system's danger to self and others  | 3 | 2 | 1 |
| Methods to assess the client's/client system's strengths, resources, and challenges (e.g., individual, family, group, organization, community) | 3 | 2 | 1 |
| Methods to assess motivation, resistance, and readiness to change  | 3 | 2 | 1 |
| Methods to assess the client's/client system's communication skills  | 3 | 2 | 1 |
| Methods to assess the client's/client system's coping abilities  | 3 | 2 | 1 |
| The indicators of the client's/client system's strengths and challenges  | 3 | 2 | 1 |
| Methods to assess ego strengths  | 3 | 2 | 1 |
| Placement options based on assessed level of care  | 3 | 2 | 1 |
| The use of the Diagnostic and Statistical Manual of the American Psychiatric Association   | 3 | 2 | 1 |

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| The indicators of behavioral dysfunction  | 3 | 2 | 1 |
| Methods to develop, review, and implement crisis plans  | 3 | 2 | 1 |
| The principles and features of objective and subjective data  | 3 | 2 | 1 |
| Basic and applied research design and methods   | 3 | 2 | 1 |
| Data collection and analysis methods  | 3 | 2 | 1 |
| Methods to assess reliability and validity in social work research  | 3 | 2 | 1 |
| <i>Intervention Planning</i>  |   |   |   |
| Methods to involve clients/client systems in intervention planning  | 3 | 2 | 1 |
| The indicators of motivation, resistance, and readiness to change   | 3 | 2 | 1 |
| Cultural considerations in the creation of an intervention plan   | 3 | 2 | 1 |
| The criteria used in the selection of intervention/treatment modalities (e.g., client/client system abilities, culture, life stage)   | 3 | 2 | 1 |
| The components of intervention, treatment, and service plans  | 3 | 2 | 1 |
| Psychotherapies   | 3 | 2 | 1 |
| The impact of immigration, refugee, or undocumented status on service delivery  | 3 | 2 | 1 |
| Discharge, aftercare, and follow-up planning  | 3 | 2 | 1 |
| <br>III. Interventions With Clients/Client Systems (24%)  |   |   |   |
| <i>Intervention Processes and Techniques for Use Across Systems</i>   |   |   |   |
| The principles and techniques of interviewing (e.g., supporting, clarifying, focusing, confronting, validating, feedback, reflecting, language differences, use of interpreters, redirecting) | 3 | 2 | 1 |
| The phases of intervention and treatment  | 3 | 2 | 1 |
| Problem-solving models and approaches (e.g., brief, solution-focused methods or techniques)   | 3 | 2 | 1 |
| Methods to engage and motivate clients/client systems   | 3 | 2 | 1 |
| Methods to engage and work with involuntary clients/client systems  | 3 | 2 | 1 |
| Methods to obtain and provide feedback  | 3 | 2 | 1 |
| The principles of active listening and observation  | 3 | 2 | 1 |

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| Verbal and nonverbal communication techniques  | 3 | 2 | 1 |
| The concept of congruence in communication   | 3 | 2 | 1 |
| Limit-setting techniques   | 3 | 2 | 1 |
| The technique of role play   | 3 | 2 | 1 |
| Role-modeling techniques   | 3 | 2 | 1 |
| Techniques for harm reduction for self and others  | 3 | 2 | 1 |
| Methods to teach coping and other self-care skills to clients/client systems   | 3 | 2 | 1 |
| Client/client system self-monitoring techniques  | 3 | 2 | 1 |
| Methods of conflict resolution   | 3 | 2 | 1 |
| Crisis intervention and treatment approaches   | 3 | 2 | 1 |
| Methods and approaches to trauma-informed care   | 3 | 2 | 1 |
| Anger management techniques  | 3 | 2 | 1 |
| Stress management techniques   | 3 | 2 | 1 |
| Cognitive and behavioral interventions   | 3 | 2 | 1 |
| Strengths-based and empowerment strategies and interventions   | 3 | 2 | 1 |
| Client/client system contracting and goal-setting techniques   | 3 | 2 | 1 |
| Partializing techniques  | 3 | 2 | 1 |
| Assertiveness training   | 3 | 2 | 1 |
| Task-centered approaches   | 3 | 2 | 1 |
| Psychoeducation methods (e.g., acknowledging, supporting, normalizing)   | 3 | 2 | 1 |
| Group work techniques and approaches (e.g., developing and managing group processes and cohesion)                            | 3 | 2 | 1 |
| Family therapy models, interventions, and approaches   | 3 | 2 | 1 |
| Couples interventions and treatment approaches   | 3 | 2 | 1 |
| The impact of out-of-home displacement (e.g., natural disaster, homelessness, immigration) on clients/client systems         | 3 | 2 | 1 |
| Permanency planning  | 3 | 2 | 1 |
| Mindfulness and complementary therapeutic approaches   | 3 | 2 | 1 |
| The components of case management  | 3 | 2 | 1 |
| Techniques used for follow-up  | 3 | 2 | 1 |
| The elements of a case presentation  | 3 | 2 | 1 |
| Methods to develop and evaluate measurable objectives for client/client system intervention, treatment, and/or service plans | 3 | 2 | 1 |
| Techniques used to evaluate a client's/client system's progress  | 3 | 2 | 1 |

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| Primary, secondary, and tertiary prevention strategies  | 3 | 2 | 1 |
| The indicators of client/client system readiness for termination  | 3 | 2 | 1 |
| Methods, techniques, and instruments used to evaluate social work practice  | 3 | 2 | 1 |
| Evidence-based practice   | 3 | 2 | 1 |
| Case recording for practice evaluation or supervision   | 3 | 2 | 1 |
| Consultation approaches (e.g., referrals to specialists)  | 3 | 2 | 1 |
| The process of interdisciplinary and intradisciplinary team collaboration   | 3 | 2 | 1 |
| The basic terminology of professions other than social work (e.g., legal, educational)  | 3 | 2 | 1 |
| The principles of case recording, documentation, and management of practice records   | 3 | 2 | 1 |
| <i>Intervention Processes and Techniques for Use With Larger Systems</i>  |   |   |   |
| Methods to establish program objectives and outcomes  | 3 | 2 | 1 |
| Methods to assess the availability of community resources   | 3 | 2 | 1 |
| Methods of service delivery   | 3 | 2 | 1 |
| Theories and methods of advocacy for policies, services, and resources to meet clients'/client systems' needs   | 3 | 2 | 1 |
| Methods to create, implement, and evaluate policies and procedures that minimize risk for individuals, families, groups, organizations, and communities | 3 | 2 | 1 |
| Concepts of social policy development and analysis  | 3 | 2 | 1 |
| Techniques to inform and influence organizational and social policy   | 3 | 2 | 1 |
| The principles and processes for developing formal documents (e.g., proposals, letters, brochures, pamphlets, reports, evaluations)                     | 3 | 2 | 1 |
| Methods to establish service networks or community resources  | 3 | 2 | 1 |
| Community organizing and social planning methods  | 3 | 2 | 1 |
| Methods of networking   | 3 | 2 | 1 |
| Techniques for mobilizing community participation   | 3 | 2 | 1 |
| Governance structures   | 3 | 2 | 1 |
| Theories of organizational development and structure  | 3 | 2 | 1 |
| The effects of policies, procedures, regulations, and legislation on social work practice and service delivery  | 3 | 2 | 1 |

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| Quality assurance, including program reviews and audits by external sources  | 3 | 2 | 1 |
| The impact of political environment on policy-making   | 3 | 2 | 1 |
| Leadership and management techniques   | 3 | 2 | 1 |
| Fiscal management techniques   | 3 | 2 | 1 |
| Educational components, techniques, and methods of supervision   | 3 | 2 | 1 |
| Methods to identify learning needs and develop learning objectives for supervisees   | 3 | 2 | 1 |
| The effect of program evaluation findings on services  | 3 | 2 | 1 |
| Methods to evaluate agency programs (e.g., needs assessment, formative/summative assessment, cost effectiveness, cost-benefit analysis, outcomes assessment) | 3 | 2 | 1 |

#### IV Professional Relationships, Values, and Ethics (25%)

##### *Professional Values and Ethical Issues*

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| Legal and/or ethical issues related to the practice of social work, including responsibility to clients/client systems, colleagues, the profession, and society | 3 | 2 | 1 |
| Professional values and principles (e.g., competence, social justice, integrity, and dignity and worth of the person)   | 3 | 2 | 1 |
| Techniques to identify and resolve ethical dilemmas   | 3 | 2 | 1 |
| Client/client system competence and self-determination (e.g., financial decisions, treatment decisions, emancipation, age of consent, permanency planning)      | 3 | 2 | 1 |
| Techniques for protecting and enhancing client/client system self-determination   | 3 | 2 | 1 |
| The client's/client system's right to refuse services (e.g., medication, medical treatment, counseling, placement, etc.)  | 3 | 2 | 1 |
| Professional boundaries in the social worker-client/client system relationship (e.g., power differences, conflicts of interest, etc.)                           | 3 | 2 | 1 |
| Self-disclosure principles and applications   | 3 | 2 | 1 |
| Legal and/or ethical issues regarding documentation   | 3 | 2 | 1 |
| Legal and/or ethical issues regarding termination   | 3 | 2 | 1 |
| Legal and/or ethical issues related to death and dying  | 3 | 2 | 1 |

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| Research ethics (e.g., institutional review boards, use of human subjects, informed consent)  | 3 | 2 | 1 |
| Models of supervision and consultation (e.g., individual, peer, group)  | 3 | 2 | 1 |
| Ethical issues in supervision and management  | 3 | 2 | 1 |
| Methods to create, implement, and evaluate policies and procedures for social worker safety   | 3 | 2 | 1 |
| The supervisee's role in supervision (e.g., identifying learning needs, self-assessment, prioritizing, etc.)  | 3 | 2 | 1 |
| Accreditation and/or licensing requirements   | 3 | 2 | 1 |
| Professional development activities to improve practice and maintain current professional knowledge (e.g., in-service training, licensing requirements, reviews of literature, workshops) | 3 | 2 | 1 |
| <i>Confidentiality</i>  |   |   |   |
| The elements of client/client system reports  | 3 | 2 | 1 |
| The principles and processes of obtaining informed consent  | 3 | 2 | 1 |
| The use of client/client system records   | 3 | 2 | 1 |
| Legal and/or ethical issues regarding confidentiality, including electronic information security  | 3 | 2 | 1 |
| Legal and/or ethical issues regarding mandatory reporting (e.g., abuse, threat of harm, impaired professionals, etc.)   | 3 | 2 | 1 |
| <i>Professional Development and Use of Self</i>   |   |   |   |
| The components of the social worker–client/client system relationship   | 3 | 2 | 1 |
| The client's/client system's role in the problem-solving process  | 3 | 2 | 1 |
| The social worker's role in the problem-solving process   | 3 | 2 | 1 |
| Methods to clarify the roles and responsibilities of the social worker and client/client system in the intervention process   | 3 | 2 | 1 |
| The principles and techniques for building and maintaining a helping relationship   | 3 | 2 | 1 |
| The concept of acceptance and empathy in the social worker–client/client system relationship  | 3 | 2 | 1 |
| The dynamics of power and transparency in the social worker–client/client system relationship   | 3 | 2 | 1 |
| Ethical issues related to dual relationships  | 3 | 2 | 1 |

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| The impact of transference and countertransference in the social worker–client/client system relationship          | 3 | 2 | 1 |
| The impact of domestic, intimate partner, and other violence on the helping relationship                           | 3 | 2 | 1 |
| The dynamics of diversity in the social worker–client/client system relationship                                   | 3 | 2 | 1 |
| The effect of the client’s developmental level on the social worker–client relationship                            | 3 | 2 | 1 |
| Social worker self-care principles and techniques  | 3 | 2 | 1 |
| Burnout, secondary trauma, and compassion fatigue  | 3 | 2 | 1 |
| The components of a safe and positive work environment   | 3 | 2 | 1 |
| Professional objectivity in the social worker–client/client system relationship                                    | 3 | 2 | 1 |
| The influence of the social worker’s own values and beliefs on the social worker–client/client system relationship | 3 | 2 | 1 |
| Time management approaches   | 3 | 2 | 1 |
| The impact of transference and countertransference within supervisory relationships                                | 3 | 2 | 1 |
| The influence of the social worker’s own values and beliefs on interdisciplinary collaboration                     | 3 | 2 | 1 |