

Pennsylvania **Child Welfare Competencies**



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Definitions

ENGAGEMENT	The child welfare professional initiates, interacts, and maintains relationships with children, youth, families, colleagues, and other team members to ensure participation in shaping decisions about needs, goals, supports, and services.
ASSESSMENT	The child welfare professional gathers relevant information and engages in critical thinking, utilizing a strength-based perspective and the competency model leading to an ongoing, accurate, and comprehensive assessment process.
TEAMING:	The child welfare professional assembles teams within and across organizations that are inclusive of family members utilizing and contributing to a collaborative approach throughout all phases of the child welfare process.
PLANNING:	The child welfare professional facilitates the planning, development, and coordination of relevant information to a well-reasoned sequence of strategies and goals to achieve sustainable and beneficial results.
IMPLEMENTATION	The child welfare professional initiates timely action and performs designated tasks in alignment with the plan and planning process using formal and informal resources to achieve sustainable and beneficial results.
MONITORING and ADJUSTING	The child welfare professional continuously analyzes, assesses, monitors, and evaluates the effectiveness of strategies, goals, and outcomes and adapts accordingly in response to changing circumstances to achieve sustainable and beneficial results.
PROFESSIONALISM:	The child welfare professional comprehends and applies social work and child welfare ethics and principles to interactions and communications with children, youth, families, colleagues, and other team members.
CULTURAL AWARENESS and RESPONSIVENESS:	The child welfare professional demonstrates acceptance and responds respectfully and effectively to people of all cultures, races, and ethnic backgrounds; languages; classes; religions and spiritual traditions; immigration status; sexual orientation, gender identity, and gender expression (SOGIE); and other diversity factors in a manner that recognizes, affirms, and values individuals, families, and communities and protects and preserves the dignity of all. (NASW, 2015)
LAW and POLICY:	The child welfare professional identifies, understands, and appropriately applies relevant federal, state, and local laws, policies, and regulatory requirements to child welfare practice to protect the fundamental rights of children, youth, and families.
ADVOCACY:	The child welfare professional recognizes and promotes the well-being of individuals, families, and communities and pursues social change on behalf of vulnerable populations.