Kansas State University Social Work Program Professional Performance Standards

These standards are examples of behaviors that are consistent with and necessary for the successful attainment of Competency 1, required by the Council on Social Work Education, the accrediting body of the Social Work Program at Kansas State University. Competency 1 is: **Demonstrate Ethical and Professional Behavior.**

Following each standard are specific examples of behaviors that violate and/or are not consistent with attainment of each standard. As a Social Work student you will be held accountable for meeting Competency 1 in order to successfully complete each class and obtain a Social Work degree from Kansas State University.

**Competency 1: Demonstrate Ethical and Professional Behavior:**

**Professional Performance Standards**

1. **Performance**
   a. **Standards:**
      i. Plans and organizes work effectively
      ii. Turns in assignments that are complete and on time
      iii. Communicates with instructors in a timely manner to request any special attention needed for class attendance and/or completion of assignments
      iv. Attends class regularly and is on time
      v. Maintains the GPA standards of the program
      vi. Obtains a C or better in all Social Work courses
   b. **Indicators of concern:**
      i. Poor organizational skills
      ii. Repeated requests for extensions on assignments and exams
      iii. Late or incomplete assignments
      iv. Multiple absences from class or field placement
      v. Lying, cheating or plagiarizing
      vi. Low grades

2. **Conduct/Behavior**
   a. **Standards:**
      i. Demonstrates ability to work cooperatively with others
      ii. Actively participates in class
      iii. Shows respect for others’ opinions
      iv. Open to feedback from peers and faculty
      v. Demonstrates a willingness to understand diversity in people
      vi. Conducts himself or herself according to the NASW Code of Ethics
      vii. Passes criminal background checks and child abuse clearances
   b. **Indicators of concern:**
      i. Creates interpersonal conflict in class
      ii. Uncooperative or unwilling to participate in class activities
iii. Consistently late for class or field placement or leaves class or field placement early
iv. Inattentive during class
v. Directs demeaning remarks towards others in class
vi. Appears unwilling or unable to accept feedback from faculty or peers
vii. Monopolizes class discussion
viii. Unwilling or unable to develop an understanding of people or worldviews different from oneself or one’s own
ix. Discriminatory behavior or harassment towards others
x. Unethical professional behavior and/or unwillingness to uphold social work code of ethics and social work values
xi. Academic misconduct
xii. Inability to pass criminal background checks and child abuse clearances
xiii. Lack of respect to clients, peers, professors, and supervisors

3. Self-awareness and self-control
   a. Standards:
      i. Uses self-disclosure appropriately
      ii. Able to engage in discussion and processing of uncomfortable topics
      iii. Deals appropriately with issues that arouse emotions
      iv. Demonstrates an awareness of one’s personal limits
      v. Understands the effects of one’s behavior on others
      vi. Able to form positive working relationships with clients, faculty, supervisors, and peers
      vii. Able to work toward resolving one’s personal issues that may negatively affect performance in the classroom, field placement, or the profession

   b. Indicators of concern:
      i. Unable or unwilling to work through unresolved personal issues
      ii. Unable or unwilling to control emotional reactions
      iii. Demonstrates behavior consistent with impairment as a result of using alcohol or illicit drugs
      iv. Demonstrates a lack of self-awareness or self-control of problems that interfere with his or her ability to work effectively with clients, faculty, supervisors, or peers
      v. Makes verbal or physical threats to faculty, peers, clients, supervisors, or others
      vi. Demonstrates lack of judgment, decision-making, or problem solving skills
         1. Unable to form effective relationships with clients, faculty, supervisors, or peers
4. Communication skills
   a. Standards:
      i. Demonstrates ability to follow the conventions of writing in written documents
      ii. Demonstrates good organization of writing that follows a logical sequence
      iii. Demonstrates use of critical thinking skills in communication
      iv. Able to clearly articulate ideas, thoughts, and concepts
      v. Able to communicate clearly with clients, supervisors, peers, and faculty
      vi. Communicate honestly and consistently
   
   b. Indicators of concern:
      i. Unable to express information clearly and concisely orally and/or in writing
      ii. Unable to master the conventions of writing in written documents
      iii. Unable to communicate clearly with clients, supervisors, peers, and faculty
      iv. Failure to recognize and address issues that are detrimental to perform adequately in the program