



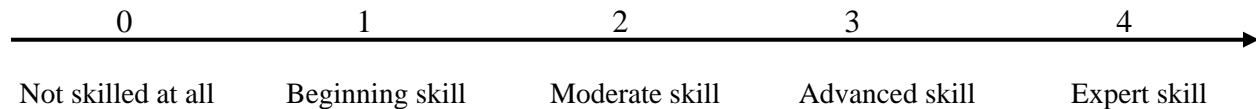
[www.socialworkleadership.org](http://www.socialworkleadership.org)

**HARTFORD PRACTICUM PARTNERSHIP PROGRAM  
GERIATRIC SOCIAL WORK COMPETENCY SCALE II**  
As adopted by the  
**CSWE National Center on Gerontological Social Work Education  
(Gero-Ed Center)**

The following is a listing of skills recognized by gerontological social workers as important to MSW graduates effectively working with and on behalf of older adults and their families.

**Please use the scale below to thoughtfully rate your current skill:**

- 0 = Not skilled at all (I have no experience with this skill)
- 1 = Beginning skill (I have to consciously work at this skill)
- 2 = Moderate skill (This skill is becoming more integrated in my practice)
- 3 = Advanced skill (This skill is done with confidence and is an integral part of my practice)
- 4 = Expert skill (I complete this skill with sufficient mastery to teach others)



**Please add any comments and/ or suggestions regarding the skills in each section.**

<b>I. VALUES, ETHICS AND THEORETICAL PERSPECTIVES</b> <b>(Knowledge and value base, which is applied through skills/competencies)</b>	<b>Skill Level</b> <b>(0 -4)</b>
1. Assess and address values and biases regarding aging.	_____
2. Respect and promote older adult clients' right to dignity and self-determination.	_____
3. Apply ethical principles to <i>decisions</i> on behalf of all older clients with special attention to those who have limited decisional capacity.	_____
4. Respect diversity among older adult clients, families, and professionals (e.g., class, race, ethnicity, gender, and sexual orientation).	_____
5. Address the cultural, spiritual, and ethnic values and beliefs of older adults and families.	_____
6. Relate concepts and theories of aging to social work practice (e.g., cohorts, normal aging, life course perspective).	_____
7. Relate social work perspectives and related theories to practice with older adults (e.g., person-in environment, social justice).	_____
8. Identify issues related to losses, changes and transitions over their life cycle in designing interventions.	_____



9. Support persons and families dealing with end of life issues related to dying, death and bereavement. \_\_\_\_\_

10. Understand the perspective and values of social work in relation to working effectively with other disciplines in geriatric interdisciplinary practice. \_\_\_\_\_

Comments \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**II. ASSESSMENT**

**Skill Level  
(0 -4)**

1. Use empathy and sensitive interviewing skills to engage older clients in identifying their strengths and problems. \_\_\_\_\_

2. Adapt interviewing methods to potential sensory, language, and cognitive limitations of the older adult \_\_\_\_\_

3. Conduct a comprehensive geriatric assessment (bio-psychosocial evaluation). \_\_\_\_\_

4. Ascertain health status and assess physical functioning (e.g., ADLs and IADLs) of older clients \_\_\_\_\_

5. Assess cognitive functioning and mental health status of older clients (e.g., depression, dementia). \_\_\_\_\_

6. Assess social functioning (e.g., social skills, social activity level) and social support of older clients. \_\_\_\_\_

7. Assess caregivers' needs and level of stress. \_\_\_\_\_

8. Administer and interpret standardized assessment and diagnostic tools that are appropriate for use with older adults (e.g., depression scale, Mini-Mental Status Exam). \_\_\_\_\_

9. Develop clear, timely, and appropriate service plans with measurable objectives for older adults. \_\_\_\_\_

10. Reevaluate and adjust service plans for older adults on a continuing basis. \_\_\_\_\_

Comments \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_



**Skill Level  
(0 -4)**

**III. INTERVENTION**

- 1. Establish rapport and maintain an effective working relationship with older adults and family members. \_\_\_\_\_
- 2. Enhance the coping capacities and mental health of older persons through a variety of therapy modalities (e.g., supportive, psychodynamic). \_\_\_\_\_
- 3. Utilize group interventions with older adults and their families (e.g., bereavement groups, reminiscence groups). \_\_\_\_\_
- 4. Mediate situations with angry or hostile older adults and/or family members. \_\_\_\_\_
- 5. Assist caregivers to reduce their stress levels and maintain their own mental and physical health. \_\_\_\_\_
- 6. Provide social work case management to link elders and their families to resources and services. \_\_\_\_\_
- 7. Use educational strategies to provide older persons and their families with information related to wellness, and disease management (e.g. Alzheimer’s disease, end of life care). \_\_\_\_\_
- 8. Apply skills in termination in work with older adults and their families. \_\_\_\_\_
- 9. Advocate on behalf of clients with agencies and other professionals to help elders obtain quality services. \_\_\_\_\_
- 10. Adhere to laws and public policies related to older adults (e.g., elder abuse reporting, legal guardianship, advance directives). \_\_\_\_\_

Comments \_\_\_\_\_  
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 \_\_\_\_\_  
 \_\_\_\_\_

**Skill Level  
(0 -4)**

**IV. AGING SERVICES, PROGRAMS AND POLICIES**

- 1. Provide outreach to older adults and their families to ensure appropriate use of the service continuum. \_\_\_\_\_
- 2. Adapt organizational policy, procedures and resources to facilitate the provision of services to diverse older adults and their family caregivers. \_\_\_\_\_
- 3. Identify and develop strategies to address service gaps, fragmentation, discrimination, and barriers that impact older persons. \_\_\_\_\_



- 4. Include older adults in planning and designing programs. \_\_\_\_\_
- 5. Develop program budgets that take into account diverse sources of financial support for the older population. \_\_\_\_\_
- 6. Evaluate the effectiveness of practice and programs in achieving intended outcomes for older adults. \_\_\_\_\_
- 7. Apply evaluation and research findings to improve practice and program outcomes. \_\_\_\_\_
- 8. Advocate and organize with the service providers, community organizations, policy makers, and the public to meet the needs and issues of a growing aging population. \_\_\_\_\_
- 9. Identify the availability of resources and resource systems for older adults and their families. \_\_\_\_\_
- 10. Assess and address any negative impacts of social and health care policies on practice with historically disadvantaged populations. \_\_\_\_\_

Comments

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