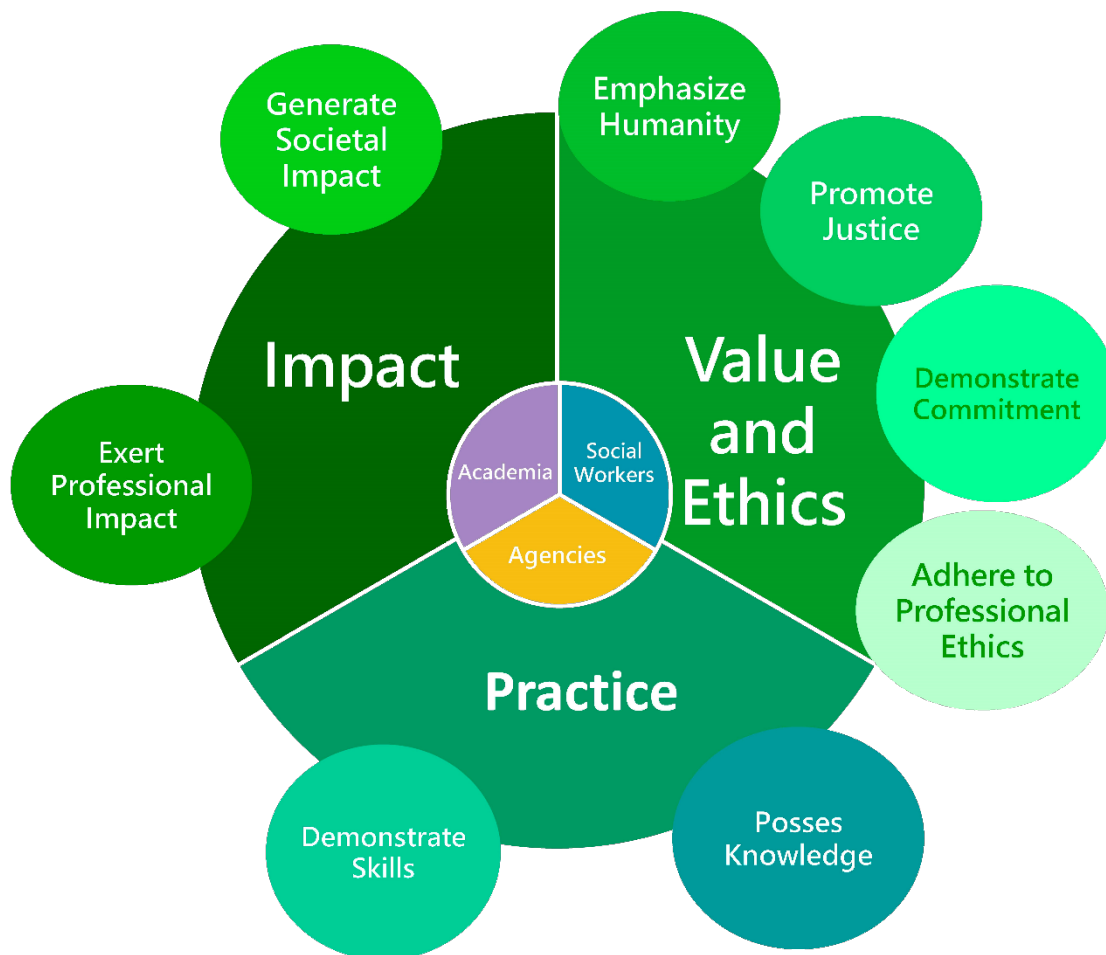
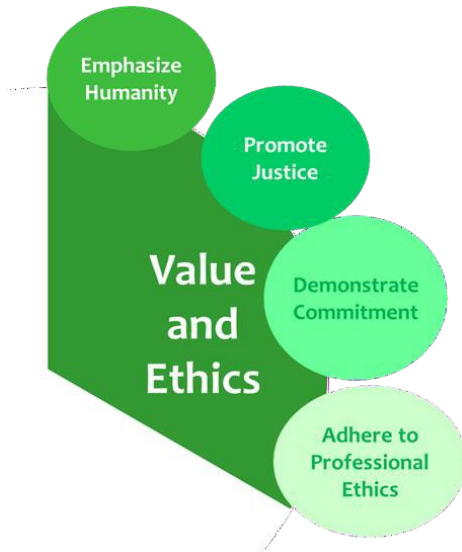


Specific Professional Competency Framework for School Social Workers
 (Tripartite, three-tier eight domains and 72 aspects)
 (HKASW, 2023)



* unique items in PCF of School Social Work, others are included in General PCF



1.1 Emphasize Humanity

- Honor autonomy
- Respect for the inherent worth, uniqueness and dignity
- Embrace diversity
- Believe in potential to change

1.2 Promote Justice

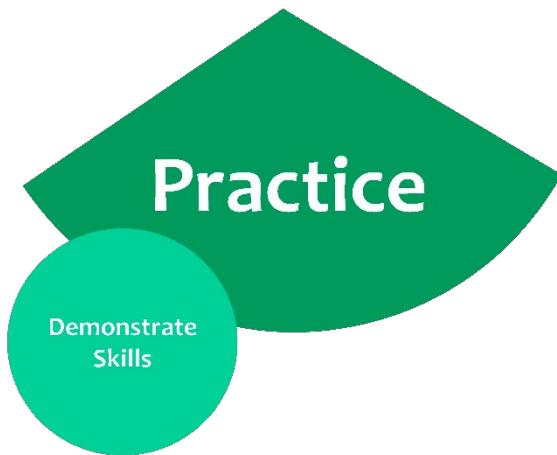
- Promote social justice
- Promote economic justice
- Promote environmental justice
- Promote political justice*
- Facilitate social inclusion
- Facilitate social integration*

1.3 Demonstrate Commitment

- Enhance well-being
- Protecting the right of the students*
- Develop quality service
- Develop and advocate for policy change
- Promote global well-being among students*
- Build healthy human relationships*

1.4 Adhere to Professional Ethics

- Practice with the social work professional code of ethics
- Make ethical decisions in the social work process
- Uphold professional integrity
- Uphold confidentiality and exercise informed consent*
- Maintain professional boundaries*



2.1 Possess Knowledge

- Adopt a social-ecological framework in assessing the home-school-community system*
- Be acquainted with theories for optimizing student learning*
- Demonstrate knowledge of risk and mental health assessment*
- Possess knowledge of human development of children, adolescents and young adults*
- Understand students' and families' needs*
- Have knowledge of students with special education needs*
- Understand theories of family system and parenting and apply the skills*
- Sensitive to puberty and sexuality issues*
- Comprehend knowledge of mental health*
- Understand scope of work of other professionals who support students and their families*
- Aware of the cultural and ethnic diversities of students and families*
- Understand legal requirements relevant to social work practice, including child protection and juvenile*
- Know the availability of community resources
- Possess up-to-date professional knowledge, including digital literacy
- Sustain understanding of socio-economic-political condition of the society
- Familiarize with local education system, processes and policies*
- Aware of the school culture and context*
- Understand organizational system and development*
- Perform the role of social worker in



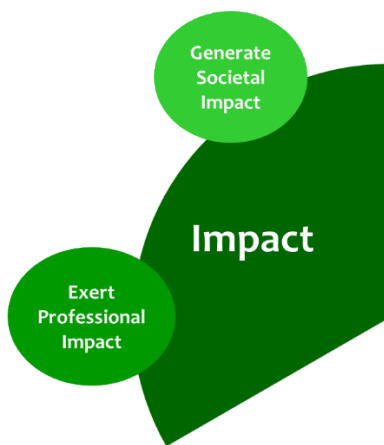
secondary setting*

- Familiar with relevant guidelines, protocols and ordinances*

2.2 Demonstrate Skills

- Engage service users with effective interpersonal and dynamics skills
- Sensitive to school and interpersonal dynamics*
- Communicate with various clientele of different ages*
- Conduct assessment systematically and accurately
- Advocate for the rights of the minors*
- Carry out knowledge-informed or evidence-based practice
- Offer culturally sensitive practice for local communities
- Implement critical evaluation for continuous improvement
- Engage in reflective practice to advance professional performance
- Manage crisis and unexpected
- Ensure safety of students from bullying, violence and abuse*
- Work with students who are affected by suicide death or bereavement*
- Provide intervention for students whose parents have mental health challenges*
- Possess skills in conflict resolution*
- Proficient at task, time, administrative and people management
- Communicate and collaborate with interdisciplinary partners in schools and other settings competently*
- Utilize proper information technology

- Maintain physical, psychological, emotional and social well-being to deliver best practice
- Demonstrate presentation, mediation, negotiation and persuasion skill*
- Equip with skills in engaging with target service users effectively*
- Demonstrate appropriate use of self in practice



3.1 Generate Societal Impact

- Build social capital
- Advocate for policy change
- Promote human equity and global justice
- Promote humanistic values (e.g. autonomy, individualization, diversity, strength-based) to school and the community*

3.2 Exert Professional Impact

- Contribute professional expertise in inter-disciplinary collaboration
- Expand new knowledge to advance professional practice
- Generate innovative practice to inspire social workers
- Conduct knowledge transfer
- Nurture the next generation of social workers*

Prepared in November, 2023
To be reviewed in October, 2026