

Specific Professional Competency Framework for School Social Workers
(Tripartite, three-tier eight domains and 69 aspects)
(HKASW, 2021)





1.1 Emphasize Humanity

- Honor peoples' autonomy
- Respect for the inherent worth, uniqueness and dignity of human beings
- Embrace diversity
- Believe in people's 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*

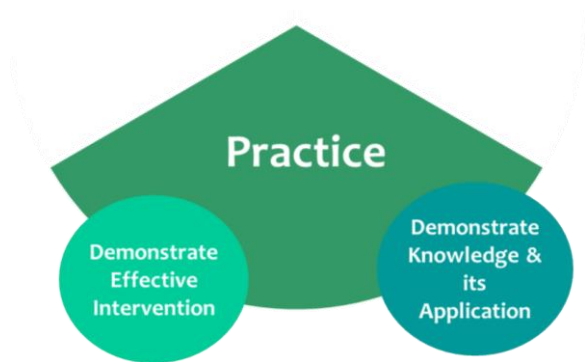
1.3 Demonstrate Commitment

- Commit to enhance well-being of individuals through different methods of social work practice
- Commit to protecting the right of the students*
- Commit to develop quality professional service
- Commit to analyze, formulate, and advocate for policies that promote social well-being
- Commit to improve well-being of the students around the world*

1.4 Adhere to Professional Ethics

- Understand and comply with the social work professional code of ethics
- Able to make ethical decisions in the social work process
- Uphold professional integrity
- Uphold confidentiality and exercise informed consent*
- Capable to maintain professional boundaries*

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



2.1 Demonstrate Knowledge and its Application

- 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 procedures and implications in direction social work practice including child protection and juvenile justice*
- Understand the availability of community resources
- Possess up-to-date professional knowledge
- Keep abreast of socio-economic political conditions of the society
- Familiarize with local education system, processes and policies*
- Aware of the school culture and context*
- Understand organizational system and development*
- Able to perform the role of social worker in secondary setting*

- Familiar with relevant guidelines, protocols and ordinances*

2.2 Demonstrate Effective Intervention

- Sensitive to interpersonal dynamics in engaging with target service users effectively
- Sensitive to school and interpersonal dynamics*
- Able to communicate with various clientele of different ages*
- Able to conduct systematic and accurate assessment with appropriate tools
- Capable to advocate for the rights of the minors*
- Able to carry out knowledge-informed or evidence-based practice
- Offer indigenized practice to meet service users' specific and emerging needs
- Implement critical evaluation for continuous improvement
- Always engage in reflective practice to advance professional performance
- Manage crisis and unprecedented incidents effectively and efficiently
- 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 information technology and data for assessment and intervention skilfully and ethically

- Maintain physical, psychological, emotional and social health for provision of best service
- Demonstrate presentation, mediation, negotiation and persuasion skill*
- Equip with skills in engaging with target service users effectively*



3.1 Generate Societal Impact

- Build social capital
- Advocate for policy change to meet emerging social needs and resolve social problems
- Promote global values (e.g. equality, justice, human right, citizenship...) to create a better world
- Promote humanistic values (e.g. autonomy, individualization, diversity, strength-based) to school and the community*

3.2 Exert Professional Impact

- Demonstrate professional expertise when participating 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*

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