

POST-MASTER'S FELLOWSHIP GOALS, OBJECTIVES AND COMPETENCIES

FOUNDATIONAL GOALS, OBJECTIVES AND COMPETENCIES

GOAL 1: PROFESSIONALISM: To provide fellow with opportunities to develop and enhance professionalism throughout the training year

Sub Areas/Objectives	Essential Components/Competencies
A) Professional identity	<ul style="list-style-type: none"> ▪ Understands professional values; honesty; personal responsibility ▪ Understands self as professional, “thinking like a mental health professional”
B) Deportment	<ul style="list-style-type: none"> ▪ Understands how to conduct oneself in a professional manner
C) Accountability	<ul style="list-style-type: none"> ▪ Accepts personal responsibility across settings and contexts

GOAL 2: REFLECTIVE PRACTICE/SELF-ASSESSMENT To encourage fellow to develop reflective practice, self-assessment and self-care skills

Sub Areas/Objectives	Essential Components/Competencies
A) Reflective practice	<ul style="list-style-type: none"> ▪ Demonstrates basic mindfulness and self-awareness; basic reflectivity regarding professional practice (reflection-on-action)
B) Self-assessment	<ul style="list-style-type: none"> ▪ Knowledge of core competencies; emerging self-assessment regarding competencies
C) Self-care: Attention to personal health and well-being to assure effective professional functioning	<ul style="list-style-type: none"> ▪ Understands the importance of self-care in effective practice; knowledge of self-care methods; attention to self-care

GOAL 3: CULTURALLY SENSITIVE PRACTICE: To enhance fellow’s ability to treat patients of different socioeconomic backgrounds, ethnic groups, religious backgrounds, and gender and sexual identities with sensitivity and cultural competence

Sub Areas/Objectives	Essential Components/Competencies
Objectives: Self-awareness; awareness of others; and awareness of the interaction of self and others as shaped by individual and cultural diversity, taking into consideration any cultural, individual and role differences, including those	<ul style="list-style-type: none"> ▪ Knowledge, awareness and understanding of: <ul style="list-style-type: none"> - One’s own dimensions of diversity and attitudes toward others’ diversity - Other individuals as cultural beings - (Continued next page)
based on age, gender, gender identity, race, ethnicity, national origin, religion, sexual identity, disability, language and socioeconomic status, and context	<ul style="list-style-type: none"> - The interaction between self and others as shaped by individual and cultural diversity and reflecting a confluence of diverse cultural beings/entities <ul style="list-style-type: none"> ▪ Knowledge, skills and attitudes regarding intersecting and complex dimensions of diversity ▪ Knowledge of methods and techniques for assessing patients’ experience and values

GOAL 4: ETHICAL/LEGAL STANDARDS AND POLICY: To enhance fellow’s knowledge and clinical application of legal and ethical issues involved in the practice of Social Work and Marriage and Family Therapy

Sub Areas/Objectives	Essential Components/Competencies
Knowledge of ethical, legal and professional standards and guidelines	<ul style="list-style-type: none"> ▪ Basic knowledge of the NASW Code of Ethics or CA-MFT Ethical Standards; beginning knowledge of legal and regulatory issues, including California and national law, in the practice of counseling that apply to practice in a training setting

GOAL 5: INTERDISCIPLINARY SYSTEMS AND RELATIONSHIPS: To provide fellow with opportunities to function autonomously in multi-disciplinary treatment teams and to develop and maintain professional relationships

Sub Areas/Objectives	Essential Components/Competencies
Functioning in multidisciplinary and interdisciplinary contexts	<ul style="list-style-type: none"> ▪ Cooperation, teamwork and collaboration

FUNCTIONAL GOALS, OBJECTIVES AND COMPETENCIES

GOAL 6: THERAPEUTIC RELATIONSHIPS: To provide fellow with opportunities to develop healthy and effective therapeutic relationships with patients

Sub Areas/Objectives	Essential Components/Competencies
Interpersonal relationships and affective skills	<ul style="list-style-type: none"> ▪ Awareness of own and tolerance of other's affect

GOAL 7: INTERVENTION: To provide fellow with training in therapeutic interventions designed to alleviate suffering and promote health and well-being of individuals, groups, and/or organizations

Sub Areas/Objectives	Essential Components/Competencies
A) Counseling skills & treatment planning	<ul style="list-style-type: none"> ▪ Basic knowledge of counseling skills and interventions ▪ Knowledge of methods and techniques for assessing patients' experience and values ▪ Awareness of the therapeutic process
B) Risk assessment	<ul style="list-style-type: none"> ▪ Foundational background in assessing for risk
C) Progress evaluation	<ul style="list-style-type: none"> ▪ Basic knowledge of the evaluation of progress and intervention outcome

GOAL 8: COMMUNITY PARTNERSHIPS: Fellow to provide outreach to underserved populations in the community to promote healthy behaviors and provide education and training

Sub Areas/Objectives	Essential Components/Competencies
A) Provides outreach to underserved communities	▪ Provide a minimum of 32 hours spent on community projects, working to promote healthy behaviors to underserved populations
B) Demographic and outcome data	▪ Collects appropriate and relevant demographic information and outcome data
C) Community alliances	▪ Develops alliances with relevant individuals/agencies