SCU Law Competency Model (Committee Final Draft)

Why Do a Competency Model?

For faculty and staff: It helps us as educators articulate our learning goals for students, and it gives us a way to systemically review our curriculum to identify missing pieces

For students: It guides students in tracking their skills development and makes them more conscious about their professional development

For prospective students: It signals how a Santa Clara Law degree differs from the competition, and it provides them some sense of the skills they can expect to acquire as part of their degree

For employers: It communicates to prospective employers what they can expect from our graduates

1. RESEARCH	Knows how to find appropriate legal and factual information	
	Legal Research • Knows what sources to research • Knows how to research those sources efficiently • Updates research to ensure citations are current	Factual Investigation • Identifies sources of relevant factual information • Evaluates the credibility/reliability of information sources • Develops coherent research design and appropriate investigative techniques • Documents and preserves factual information
2. WRITING	**Writes in an accurate, well-reasoned, logical, organized, clear and concise manner**	
	General Written Expression • Organizes issues in a logical order • Employs syllogistic reasoning when appropriate • Writes clearly and concisely • Edits written work effectively • Uses proper formatting, grammar, spelling and citation form	Audience- Specific Documents • Drafts documents common for specific practice areas • Knows the rules and industry norms governing those documents • Writes appropriately for the intended audiences	
3. LEGAL KNOWLEDGE	**Knows the relevant rules and can assimilate new information into the structure of law**	
	Rule Comprehension • Knows the rules and can distill rules into their component elements • Knows when he or she needs to do additional research	Knowledge of Law and Legal Systems • Understands the roles of different legal institutions • Knows how to resolve potential conflicts between laws of different jurisdictions	

		• Acquires a foundation of law knowledge needed for practice areas	

4. LEGAL ANALYSIS	Uses analytical skills, logic and reasoning to evaluate legal issues		
	Issue identification • Identifies legal and factual issues in fact patterns • Distinguishes between major, minor and irrelevant issues	Analysis • Synthesizes rules from various legal authorities • Applies rules to facts • Analogizes and distinguishes facts and precedents appropriately • Invokes policy considerations and understands broader legal and social context • Understands math concepts necessary for lawyers	Formulate Legal Arguments • Makes arguments based on precedent, analogy, fact distinctions, policy and legislative history • Identifies authority that is inconsistent and explains why it is not relevant.

5. PROFESSIONAL RESPONSIBILITY	Knows the legal rules and ethical obligations of being a lawyer	
	Rules Governing the Legal Profession • Knows and complies with Rules of Professional Responsibility • Recognizes and addresses potential ethical issues.	Transitioning into the Profession • Understands the business of the legal industry • Provides client services to advance client interests • Develops relationships within the legal profession • Understands need to maintain and enhance the reputation of the profession • Demonstrates professional courtesy
6. CREATIVE PROBLEM SOLVING	Comes up with innovative solutions to problems	
	Problem Diagnosis • Analyzes the situation and identifies the legal and non-legal problems	Evaluation of Options • Develops a comprehensive list of options to address the problems	Action Plan • Recommends options to client • Implements the selected

	• Identifies who can help resolve the problems • Identifies the possible causes of the problems • Identifies the roles, interests, and objectives of key stakeholders	• Evaluates the costs and benefits of each option • Explains the options and how to prioritize options in a way that clients can understand	option • Evaluates the efficacy of the attempted solution

7. INTERPERSONAL SKILLS	Understands how to communicate and work effectively with others		
	Self-Awareness • Understands his or her own personal values and how those values might influence his or her work • Develops awareness of his or her personal weaknesses • Develops strategies to compensate for weaknesses, including asking for help	Working with Others • Interacts professionally and respectfully • Develops ability to see and understand opposing points of view • Works well in teams • Builds consensus • Works well with professionals from other disciplines	Communication • Listens actively • Chooses appropriate means to communicate with different audiences • Demonstrates effective presentation skills • Initiates difficult conversations
8. INITIATIVE	Takes responsibility and proactively manages work		
	Leadership • Works with drive and determination • Is innovative and entrepreneurial • Establishes credibility and integrity • Builds relationships • Thinks strategically	Ownership and Accountability • Takes personal responsibility for getting things done • Knows how and when to delegate and engage others • Takes pride in his or her work • Manages time efficiently and meets deadlines	Professional Development • Demonstrates intellectual curiosity and commitment to life-long learning

9. CONSCIENCE AND COMPASSION	Demonstrates concern for others
	- Is empathetic - Acts with integrity and honesty - Understands the ways in which the rule of law improves the world - Is committed to making the world a better place - Develops an ethic of service