

CENTENARY COLLEGE BACCALAUREATE SOCIAL WORK PROGRAM

ASSESSMENT OF STUDENT LEARNING OUTCOMES

LAST COMPLETED IN May 2016

Form AS4 (B) Duplicate and expand as needed. Provide table(s) to support self -study narrative addressing the *accreditation standards* below.

This form is used to assist the COA in the evaluation of the program's compliance with the accreditation standards below:

4.0.2 *The program provides summary data and outcomes for the assessment of each of its competencies, identifying the percentage of students achieving the benchmark.*

4.0.4 *The program uses Form AS 4 (B) and/or AS4(M) to report assessment outcomes to its constituents and the public on its website and routinely up-dates (minimally every 2 years) these postings*

All Council on Social Work Education programs measure and report student learning outcomes. Students are assessed on their mastery of the competencies that comprise the accreditation standards of the Council on Social Work Education. These competencies are dimensions of social work practice that all social workers are expected to master during their professional training. A measurement benchmark is set by the social work programs for each competency. An assessment score at or above that benchmark is considered by the program to represent mastery of that particular competency.

The benchmark set by Centenary's BSW Program to establish demonstrated mastery is 90% achievement of a minimal rating of 3 on a scale of 1-5 for each of 42 identified practice behaviors that comprise the knowledge, values and skills associated with the ten core competencies determined by the Council on Social Work Education (2008). The scores reported below represent the aggregated means of either two or three independent measures, depending on the year:

- Each of the five years reported here includes an end-of-year evaluation form completed by the agency-based MSW-level Field Instructor who has supervised the student throughout a structured two-semester field placement (internship) during the student's senior year. These competency ratings -- determined by the Field Instructors' direct observations of the students' work in the field, review of students' written process recordings, and discussion during weekly supervision meetings -- are based on "standards that one would reasonably expect an entry-level generalist social worker to meet" on a scale of 1 ("does not meet expectations") to 5 ("exceeds expectations"), with 3 indicating "satisfactory" and * indicating "unable to assess".
- The reports from 2012-2015 include a self-efficacy exit survey, completed by students and submitted anonymously, intended to measure students' perception of their own level of competence at the time of graduation. Like the Field Instructors' evaluation, self-efficacy ratings are based on "standards one would reasonably expect an entry-level generalist social worker to meet" on a scale of 1 ("I cannot do this at all") to 5 ("I am certain I can do this well") with 3 indicating "basic competence". The self-efficacy survey does not provide the "unable to assess" option. [Please note that, in accordance with revised CSWE guidelines, the BSW Program will no longer report self-efficacy survey results as of May 2016; we will, however, continue to collect this information for internal use.]
- A third measurement, piloted in 2014 and reported here beginning in 2015, is the Capstone Presentation, a culminating assignment embedded in the Senior Seminar course. All senior BSW students are required to give a Capstone Presentation, approximately 45 minutes in length, utilizing their Fieldwork experience as a means to demonstrate their ability to integrate and apply each of the identified practice behaviors that comprise the core competencies of generalist social work practice. Capstone Presentations may be attended by BSW Program faculty, Field Instructors, Advisory Board members and junior level BSW students, in addition to senior cohort classmates. The presentations are graded by the Senior Seminar professor, a full-time BSW Program faculty member, who uses a standardized rubric to rate each practice behavior on a scale of 1 ("does not meet expectations") to 5 ("exceeds expectations"), with 3 indicating "satisfactorily meets expectations".

An updated assessment plan will be piloted during 2016-2017 to reflect the revised core competencies and multidimensional assessment required by CSWE's 2015 Educational Policy and Accreditation Standards.

COMPETENCY	COMPETENCY BENCHMARK	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK				
		Class of 2012 10 students	Class of 2013 17 students	Class of 2014 16 students	Class of 2015 14 students	Class of 2016 14 students
	<i>Scores reported here are the aggregated means of multiple measures</i>					
Identify as a Professional Social Worker	90% achievement of 3 or better on a scale of 1-5	✓99% (mean = 4.54)	✓100% (mean = 4.44)	✓99.5% (mean = 4.37)	✓98.09% (mean = 4.48)	✓99.42% (mean = 4.57)
Apply Ethical Principles	90% achievement of 3 or better on a scale of 1-5	✓100% (mean = 4.43)	✓100% (mean = 4.31)	✓100% (mean = 4.08)	✓98% (mean = 4.32)	✓100% (mean = 4.32)
Apply Critical Thinking	90% achievement of 3 or better on a scale of 1-5	✓100% (mean = 4.21)	✓97% (mean = 4.16)	✓100% (mean = 4.15)	✓98.22% (mean = 4.29)	✓100% (mean = 4.31)
Engage Diversity in Practice	90% achievement of 3 or better on a scale of 1-5	✓100% (mean = 4.6)	✓98.5% (mean = 4.27)	✓100% (mean = 4.3)	✓99.33% (mean = 4.58)	✓100% (mean = 4.63)
Advance Human Rights & Social and Economic Justice	90% achievement of 3 or better on a scale of 1-5	✓98.3% (mean = 4.38)	✓100% (mean = 4.36)	✓100% (mean = 4.22)	✓98.22% (mean = 4.40)	✓100% (mean = 4.46)
Engage Research Informed Practice & Practice Informed Research	90% achievement of 3 or better on a scale of 1-5	✓97.5% (mean = 3.87)	✓96.5% (mean = 4.12)	✓100% (mean = 3.9)	✓94.66% (mean = 4.11)	✓100% (mean = 3.85)
Apply Human Behavior Knowledge	90% achievement of 3 or better on a scale of 1-5	✓100% (mean = 4.5)	✓97% (mean = 4.39)	✓100% (mean = 4.24)	✓100% (mean = 4.43)	✓100% (mean = 4.47)
Engage Policy Practice to Advance Well-Being and Deliver Services	90% achievement of 3 or better on a scale of 1-5	✓97.5% (mean = 4.24)	✓96.25% (mean = 4.3)	✓100% (mean = 4.11)	✓100% (mean = 4.28)	✓100% (mean = 4.15)
Respond to Practice Contexts	90% achievement of 3 or better on a scale of 1-5	✓100% (mean = 4.2)	✓96.5% (mean = 4.21)	✓100% (mean = 4.09)	✓97.33% (mean = 4.09)	✓98% (mean = 4.04)
Practice Engagement	90% achievement of 3 or better on a scale of 1-5	✓100% (mean = 4.48)	✓99.53% (mean = 4.51)	✓100% (mean = 4.34)	✓99.58% (mean = 4.33)	✓99.38% (mean = 4.35)

More detailed assessment data is available for review in the pages that follow

CLASS OF 2016 (n=14)

CORE COMPETENCY 1: IDENTIFY AS A PROFESSIONAL SOCIAL WORKER AND CONDUCT ONESELF ACCORDINGLY.							Mean Score	% at 3 or above
Social workers serve as representatives of the profession, its mission, and its core values. They know the profession's history. Social workers commit themselves to the profession's enhancement and to their own professional conduct and growth.							4.57	99.42%
Practice Behaviors: Field Instructor final evaluations (first/green); Capstone Presentations (second/yellow)	1	2	3	4	5	*	Mean score	% at 3 or above
Advocates for client access to social work services			1	7	6		4.35	100%
			1	11	2		4.07	100%
Practices personal reflection and self-correction to assure continual professional development			1	3	10		4.64	100%
				7	7		4.5	100%
Attends to professional roles and boundaries			1	4	9		4.57	100%
				7	7		4.5	100%
Demonstrates professional demeanor in behavior, appearance and communication		1		1	12		4.71	92%
				7	7		4.5	100%
Demonstrates an ongoing desire and motivation to learn (and recognizes the importance of career-long learning)				1	13		4.92	100%
			1	6	7		4.42	100%
Uses supervision and consultation			1	2	11		4.71	100%
			1	1	12		4.78	100%
Practices appropriate self-care				6	8		4.57	100%
				1	13		4.92	100%

Field Instructor rating mean: 4.63

Capstone Presentation rating mean: 4.52

CLASS OF 2016 (n=14)

CORE COMPETENCY 2: APPLY SOCIAL WORK ETHICAL PRINCIPLES TO GUIDE PROFESSIONAL PRACTICE.							Mean Score	% at 3 or above
Social workers have an obligation to conduct themselves ethically and to engage in ethical decision-making. Social workers are knowledgeable about the value base of the profession, its ethical standards, and relevant law.							4.32	100%
Practice Behaviors: Field Instructor final evaluations (first/green); Capstone Presentations (second/yellow)	1	2	3	4	5	*	Mean score	% at 3 or above
Recognizes and manages personal values in a way that allows professional values to guide practice				5	9		4.64	100%
				7	7		4.5	100%
Makes ethical decisions by applying standards of the NASW Code of Ethics			1	4	9		4.57	100%
			1	7	6		4.35	100%
Tolerates ambiguity in resolving ethical conflicts			2	5	7		4.35	100%
			2	4	8		4.42	100%
Applies strategies of ethical reasoning to arrive at principled decisions			2	4	8		4.42	100%
			2	7	5		4.21	100%

Field Instructor rating mean: 4.49

Capstone Presentation rating mean: 4.16

CLASS OF 2016 (n=14)

CORE COMPETENCY 3: APPLY CRITICAL THINKING TO INFORM AND COMMUNICATE PROFESSIONAL JUDGMENTS.							Mean Score	% at 3 or above
Social workers are knowledgeable about the principles of logic, scientific inquiry, and reasoned discernment. They use critical thinking augmented by creativity and curiosity. Critical thinking also requires the synthesis and communication of relevant information.							4.31	100%
Practice Behaviors: Field Instructor final evaluations (first/green); Capstone Presentations (second/yellow)	1	2	3	4	5	*	Mean score	% at 3 or above
Is able to distinguish, appraise, and integrate multiple sources of knowledge, including research-based knowledge and practice wisdom			1	8	5		4.28	100%
			1	11	2		4.07	100%
Is able to analyze models of assessment, prevention, intervention, and evaluation			1	9	4		4.21	100%
				13	1		4.07	100%
Demonstrates effective oral and written communication in working with individuals, families, groups, organizations, communities, and colleagues			2	6	6		4.28	100%
				9	5		4.35	100%

Field Instructor rating mean: 4.25

Capstone Presentation rating mean: 4.37

CLASS OF 2016 (n=14)

CORE COMPETENCY 4: ENGAGE DIVERSITY AND DIFFERENCE IN PRACTICE.							Mean Score	% at 3 or above
Social workers understand how diversity characterizes and shapes the human experience and is critical to the formation of identity. The dimensions of diversity are understood as the intersectionality of multiple factors including age, class, color, culture, disability, ethnicity, gender, gender identity and expression, immigration status, political ideology, race, religion, sex, and sexual orientation. Social workers appreciate that, as a consequence of difference, a person's life experiences may include oppression, poverty, marginalization, and alienation as well as privilege, power, and acclaim.							4.63	100%
Practice Behaviors: Field Instructor final evaluations (first/green); Capstone Presentations (second/yellow)	1	2	3	4	5	*	Mean score	% at 3 or above
Recognizes the extent to which a culture's structures and values may oppress, marginalize, alienate, or create or enhance privilege and power			1	4	9		4.57	100%
			1	4	9		4.57	100%
Demonstrates sufficient self-awareness and willingness to endeavor to eliminate the influence of personal biases and values in working with diverse groups				6	8		4.57	100%
			1	3	10		4.64	100%
Recognizes and communicates her/his understanding of the importance of difference in shaping life experiences				6	8		4.57	100%
				5	9		4.64	100%
Views him/herself as a learner and engages those with whom s/he works as informants				4	10		4.71	100%
				2	12		4.85	100%

Field Instructor rating mean: 4.6

Capstone Presentation rating mean: 4.67

CLASS OF 2016 (n=14)

CORE COMPETENCY 5: ADVANCE HUMAN RIGHTS AND SOCIAL AND ECONOMIC JUSTICE.							Mean Score	% at 3 or above
Each person, regardless of position in society, has basic human rights, such as freedom, safety, privacy, an adequate standard of living, health care, and education. Social workers recognize the global interconnections of oppression and are knowledgeable about theories of justice and strategies to promote human and civil rights. Social work incorporates social justice practices in organizations, institutions, and society to ensure that these basic human rights are distributed equitably and without prejudice.							4.46	100%
Practice Behaviors: Field Instructor final evaluations (first/green); Capstone Presentations (second/yellow)	1	2	3	4	5	*	Mean score	% at 3 or above
Understands the forms and mechanisms of oppression and discrimination			1	5	8		4.5	100%
			1	5	8		4.5	100%
Advocates for practices that advance human rights and social and economic justice			2	4	8		4.42	100%
				9	5		4.35	100%
Engages in practices that advance human rights and social and economic justice				6	7	1	4.53 (n=13)	100%
				9	5		4.5	100%

Field Instructor rating mean: 4.48

Capstone Presentation rating mean: 4.45

CLASS OF 2016 (n=14)

CORE COMPETENCY 6: ENGAGE IN RESEARCH-INFORMED PRACTICE AND PRACTICE-INFORMED RESEARCH.							Mean Score	% at 3 or above
Social workers use practice experience to inform research, employ evidence-based interventions, evaluate their own practice, and use research findings to improve practice, policy, and social service delivery. Social workers comprehend quantitative and qualitative research and understand scientific and ethical approaches to building knowledge.							3.85	100%
Practice Behaviors: Field Instructor final evaluations (first/green); Capstone Presentations (second/yellow)	1	2	3	4	5	*	Mean score	% at 3 or above
Uses practice experience to inform scientific inquiry			3	5	6		4.57	100%
			10	4			3.28	100%
Uses research evidence to inform practice			3	4	7		4.28	100%
			10	4			3.28	100%

Field Instructor rating mean: 4.42

Capstone Presentation rating mean: 3.28

CLASS OF 2016(n=14)

CORE COMPETENCY 7: APPLY KNOWLEDGE OF HUMAN BEHAVIOR AND THE SOCIAL ENVIRONMENT.							Mean Score	% at 3 or above
Social workers are knowledgeable about human behavior across the life course; the range of social systems in which people live; and the ways social systems promote or deter people in maintaining or achieving health and well-being. Social workers apply theories and knowledge from the liberal arts to understand biological, social, cultural, psychological, and spiritual development.							4.47	100%
Practice Behaviors: Field Instructor final evaluations (first/green); Capstone Presentations (second/yellow)	1	2	3	4	5	*	Mean score	% at 3 or above
Utilizes conceptual frameworks to guide the processes of assessment, intervention and evaluation				8	6		4.42	100%
			1	10	3		4.14	100%
Is able to critique and apply knowledge to understand person and environment				7	7		4.5	100%
				2	12		4.85	100%

Field Instructor rating mean: 4.46

Capstone Presentation rating mean: 4.49

CLASS OF 2016 (n=14)

CORE COMPETENCY 8: ENGAGE IN POLICY PRACTICE TO ADVANCE SOCIAL AND ECONOMIC WELL-BEING AND TO DELIVER EFFECTIVE SOCIAL WORK SERVICES.							Mean Score	% at 3 or above
Social work practitioners understand that policy affects service delivery, and they actively engage in policy practice. Social workers know the history and current structures of social policies and services; the role of policy in service delivery; and the role of practice in policy development.							4.15	100%
Practice Behaviors: Field Instructor final evaluations (first/green); Capstone Presentations (second/yellow)	1	2	3	4	5	*	Mean score	% at 3 or above
Is willing and able to analyze, formulate, and advocate for policies that advance social well-being			1	7	6		4.35	100%
			6	7	1		3.64	100%
Collaborates with colleagues and clients for effective policy action			2	3	9		4.5	100%
			1	10	3		4.14	100%

Field Instructor rating mean: 4.42

Capstone Presentation rating mean: 3.89

CLASS OF 2016 (n=14)

CORE COMPETENCY 9: RESPOND TO CONTEXTS THAT SHAPE PRACTICE.							Mean Score	% at 3 or above
Social workers are informed, resourceful, and proactive in responding to evolving organizational, community, and societal contexts at all levels of practice. Social workers recognize that the context of practice is dynamic, and use knowledge and skill to respond proactively.							4.04	98%
Practice Behaviors: Field Instructor final evaluations (first/green); Capstone Presentations (second/yellow)	1	2	3	4	5	*	Mean score	% at 3 or above
Demonstrates the ability to continuously discover, appraise, and attend to changing locales, populations, scientific and technological developments, and emerging societal trends to provide relevant services				7	7		4.5	100%
			2	8	4		4.14	100%
Demonstrates the ability to provide leadership in promoting sustainable changes in service delivery and practice to improve the quality of social services		1	1	6	6		4.21	92%
			9	5			3.35	100%

Field Instructor rating mean: 4.35

Capstone Presentation rating mean: 3.74

CLASS OF 2016 (n=14)

CORE COMPETENCY 10: ENGAGE, ASSESS, INTERVENE AND EVALUATE WITH INDIVIDUALS, FAMILIES, GROUPS, ORGANIZATIONS AND COMMUNITIES.							Mean Score	% at 3 or above
Professional practice involves the dynamic and interactive processes of engagement, assessment, intervention, and evaluation at multiple levels. Social workers have the knowledge and skills to practice with individuals, families, groups, organizations, and communities. Practice knowledge includes identifying, analyzing, and implementing evidence-based interventions designed to achieve client goals; using research and technological advances; evaluating program outcomes and practice effectiveness; developing, analyzing, advocating, and providing leadership for policies and services; and promoting social and economic justice.							4.35	99.38%
Practice Behaviors: Field Instructor final evaluations (first/green); Capstone Presentations (second/yellow)	1	2	3	4	5	*	Mean score	% at 3 or above
ENGAGEMENT (specific practice behaviors listed below)							4.37	100%
Substantively and affectively prepares for action			1	3	10		4.64	100%
			10	4	1		3.28	100%
Uses empathy and other interpersonal skills			1	3	10		4.64	100%
				5	9		4.64	100%
Develops a mutually agreed-on focus of work and desired outcomes			1	3	10		4.64	100%
				9	5		4.35	100%
ASSESSMENT (specific practice behaviors listed below)							4.54	98%
Collects, organizes and interprets client data			1	4	9		4.57	100%
				1	13		4.92	100%
Assesses client strengths and limitations			1	3	10		4.64	100%
	1					13	4.71	92%
Develops mutually agreed-on intervention goals and objectives			1	2	11		4.71	100%
			1	1	9	3	4.00	92%
Selects appropriate intervention strategies				1	4	9	4.57	100%
				1	8	5	4.28	100%

INTERVENTION (specific practice behaviors listed below)							4.22	100%
Initiates actions to achieve organizational goals				1	6	7	4.42	100%
				7	5	2	3.64	100%
Implements prevention interventions that enhance client capacities				2	3	9	4.5	100%
				8	4	2	3.57	100%
Helps clients resolve problems				1	4	9	4.57	100%
					7	7	4.5	100%
Negotiates, mediates and advocates for clients					6	8	4.57	100%
				1	11	2	4.00	100%
Facilitates transitions and endings				2	4	8	4.42	100%
				2	10	2	4.00	100%
EVALUATION							4.25	100%
Critically analyzes, monitors and evaluates interventions				2	3	9	4.5	100%
				4	6	4	4.00	100%

Overall

Field Instructor rating mean: 4.56

Capstone Presentation rating mean: 4.14

Engagement

Field Instructor rating mean: 4.65

Capstone Presentation rating mean: 4.09

Intervention

Field Instructor rating mean: 4.49

Capstone Presentation rating mean: 3.95

Assessment

Field Instructor rating mean: 4.62

Capstone Presentation rating mean: 4.47

Evaluation

Field Instructor rating mean: 4.5

Capstone Presentation rating mean: 4.00

CLASS OF 2016 (n=14)

CLASS OF 2015 (n=14)

CORE COMPETENCY 1: IDENTIFY AS A PROFESSIONAL SOCIAL WORKER AND CONDUCT ONESELF ACCORDINGLY.							Mean Score	% at 3 or above
Social workers serve as representatives of the profession, its mission, and its core values. They know the profession's history. Social workers commit themselves to the profession's enhancement and to their own professional conduct and growth.							4.48	98.09%
Practice Behaviors: Field Instructor final evaluations (first/green); Student self-efficacy anonymous exit surveys (second/blue); Capstone Presentations (third/yellow)	1	2	3	4	5	*	Mean score	% at 3 or above
Advocates for client access to social work services				6	8		4.57	100%
				6	8		4.57	100%
		1	1	6	6		4.21	92%
Practices personal reflection and self-correction to assure continual professional development				7	7		4.5	100%
			2	3	8		4.46	100% (n=13)
		1	1	1	11		4.57	92%
Attends to professional roles and boundaries			1	6	7		4.42	100%
			1	8	5		4.28	100%
			1	2	11		4.57	100%
Demonstrates professional demeanor in behavior, appearance and communication				6	8		4.57	100%
			1	2	11		4.71	100%
			2	1	11		4.64	100%
Demonstrates an ongoing desire and motivation to learn (and recognizes the importance of career-long learning)				1	13		4.92	100%
			1	3	10		4.64	100%
		1	1	3	9		4.42	92%

Uses supervision and consultation				4	10		4.71	100%
			1	5	8		4.50	100%
				5	9		4.64	100%
Practices appropriate self-care				6	8		4.57	100%
		1	7	3	3		3.57	92%
				5	8		4.28	92%
			0					

Field Instructor rating mean: 4.60

Student self-efficacy rating mean: 4.39

Capstone Presentation rating mean: 4.47

CLASS OF 2015 (n=14)

CORE COMPETENCY 2: APPLY SOCIAL WORK ETHICAL PRINCIPLES TO GUIDE PROFESSIONAL PRACTICE.							Mean Score	% at 3 or above
Social workers have an obligation to conduct themselves ethically and to engage in ethical decision-making. Social workers are knowledgeable about the value base of the profession, its ethical standards, and relevant law.							4.32	98%
Practice Behaviors: Field Instructor final evaluations (first/green); Student self-efficacy anonymous exit surveys (second/blue); Capstone Presentations (third/yellow)	1	2	3	4	5	*	Mean score	% at 3 or above
Recognizes and manages personal values in a way that allows professional values to guide practice			1	6	7		4.42	100%
				7	7		4.50	100%
0			1	6	6		4.07	92%
Makes ethical decisions by applying standards of the NASW Code of Ethics			1	7	6		4.35	100%
			1	4	9		4.57	100%
0			1	3	9		4.28	92%
Tolerates ambiguity in resolving ethical conflicts			2	9	3		4.07	100%
			3	6	5		4.14	100%
0			2	8	3		3.78	92%
Applies strategies of ethical reasoning to arrive at principled decisions				9	5		4.35	100%
				5	9		4.64	100%
			2	9	3		4.71	100%

Field Instructor rating mean: 4.29

Student self-efficacy rating mean: 4.46

Capstone Presentation rating mean: 4.21

CLASS OF 2015 (n=14)

CORE COMPETENCY 3: APPLY CRITICAL THINKING TO INFORM AND COMMUNICATE PROFESSIONAL JUDGMENTS.							Mean Score	% at 3 or above
Social workers are knowledgeable about the principles of logic, scientific inquiry, and reasoned discernment. They use critical thinking augmented by creativity and curiosity. Critical thinking also requires the synthesis and communication of relevant information.							4.29	98.22%
Practice Behaviors: Field Instructor final evaluations (first/green); Student self-efficacy anonymous exit surveys (second/blue); Capstone Presentations (third/yellow)	1	2	3	4	5	*	Mean score	% at 3 or above
Is able to distinguish, appraise, and integrate multiple sources of knowledge, including research-based knowledge and practice wisdom			1	5	8		4.5	100%
				10	4		4.28	100%
		1		12	1		3.92	92%
Is able to analyze models of assessment, prevention, intervention, and evaluation			1	5	8		4.5	100%
			1	7	6		4.35	100%
		1	1	10	2		3.92	92%
Demonstrates effective oral and written communication in working with individuals, families, groups, organizations, communities, and colleagues				5	9		4.64	100%
				6	8		4.57	100%
			2	10	2		4.00	100%

Field Instructor rating mean: 4.54

Student self-efficacy rating mean: 4.40

Capstone Presentation rating mean: 3.94

CLASS OF 2015 (n=14)

CORE COMPETENCY 4: ENGAGE DIVERSITY AND DIFFERENCE IN PRACTICE.								Mean Score	% at 3 or above
Social workers understand how diversity characterizes and shapes the human experience and is critical to the formation of identity. The dimensions of diversity are understood as the intersectionality of multiple factors including age, class, color, culture, disability, ethnicity, gender, gender identity and expression, immigration status, political ideology, race, religion, sex, and sexual orientation. Social workers appreciate that, as a consequence of difference, a person's life experiences may include oppression, poverty, marginalization, and alienation as well as privilege, power, and acclaim.								4.58	99.33%
Practice Behaviors: Field Instructor final evaluations (first/green); Student self-efficacy anonymous exit surveys (second/blue); Capstone Presentations (third/yellow)	1	2	3	4	5	*	Mean score	% at 3 or above	
Recognizes the extent to which a culture's structures and values may oppress, marginalize, alienate, or create or enhance privilege and power			1	3	10		4.64	100%	
				7	7		4.50	100%	
		1		8	5		4.42	92%	
Demonstrates sufficient self-awareness and willingness to endeavor to eliminate the influence of personal biases and values in working with diverse groups			1	1	12		4.78	100%	
			1	6	7		4.42	100%	
			2	3	9		4.50	100%	
Recognizes and communicates her/his understanding of the importance of difference in shaping life experiences				2	12		4.85	100%	
				5	9		4.64	100%	
			1	6	7		4.42	100%	
Views him/herself as a learner and engages those with whom s/he works as informants			1	2	11		4.71	100%	
			3	1	10		4.50	100%	
			1	2	11		4.71	100%	

Field Instructor rating mean: 4.74; Student self-efficacy rating mean: 4.51; Capstone Presentation rating mean: 4.51

CLASS OF 2015 (n=14)

CORE COMPETENCY 5: ADVANCE HUMAN RIGHTS AND SOCIAL AND ECONOMIC JUSTICE.							Mean Score	% at 3 or above
Each person, regardless of position in society, has basic human rights, such as freedom, safety, privacy, an adequate standard of living, health care, and education. Social workers recognize the global interconnections of oppression and are knowledgeable about theories of justice and strategies to promote human and civil rights. Social work incorporates social justice practices in organizations, institutions, and society to ensure that these basic human rights are distributed equitably and without prejudice.							4.40	98.22%
Practice Behaviors: Field Instructor final evaluations (first/green); Student self-efficacy anonymous exit surveys (second/blue); Capstone Presentations (third/yellow)	1	2	3	4	5	*	Mean score	% at 3 or above
Understands the forms and mechanisms of oppression and discrimination			2	6	6		4.28	100%
				4	10		4.71	100%
			1	5	8		4.85	100%
Advocates for practices that advance human rights and social and economic justice			1	6	7		4.42	100%
			1	8	5		4.28	100%
		1	1	5	7		4.28	92%
Engages in practices that advance human rights and social and economic justice			1	5	8		4.50	100%
			3	5	6		4.21	100%
		1		9	4		4.14	92%

Field Instructor rating mean: 4.40

Student self-efficacy rating mean: 4.40

Capstone Presentation rating mean: 4.42

CLASS OF 2014 (n=14)

CORE COMPETENCY 6: ENGAGE IN RESEARCH-INFORMED PRACTICE AND PRACTICE-INFORMED RESEARCH.								Mean Score	% at 3 or above
Social workers use practice experience to inform research, employ evidence-based interventions, evaluate their own practice, and use research findings to improve practice, policy, and social service delivery. Social workers comprehend quantitative and qualitative research and understand scientific and ethical approaches to building knowledge.								4.11	94.66%
Practice Behaviors: Field Instructor final evaluations (first/green); Student self-efficacy anonymous exit surveys (second/blue); Capstone Presentations (third/yellow)	1	2	3	4	5	*	Mean score	% at 3 or above	
Uses practice experience to inform scientific inquiry			2	4	8		4.42	100%	
		1	3	9	1		3.71	92%	
		1	2	8	3		3.92	92%	
Uses research evidence to inform practice			2	4	8		4.42	100%	
		1		7	6		4.28	92%	
		1	2	8	3		3.92	92%	

Field Instructor rating mean: 4.42

Student self-efficacy rating mean: 3.99

Capstone Presentation rating mean: 3.92

CLASS OF 2015 (n=14)

CORE COMPETENCY 7: APPLY KNOWLEDGE OF HUMAN BEHAVIOR AND THE SOCIAL ENVIRONMENT.							Mean Score	% at 3 or above
Social workers are knowledgeable about human behavior across the life course; the range of social systems in which people live; and the ways social systems promote or deter people in maintaining or achieving health and well-being. Social workers apply theories and knowledge from the liberal arts to understand biological, social, cultural, psychological, and spiritual development.							4.43	100%
Practice Behaviors: Field Instructor final evaluations (first/green); Student self-efficacy anonymous exit surveys (second/blue); Capstone Presentations (third/yellow)	1	2	3	4	5	*	Mean score	% at 3 or above
Utilizes conceptual frameworks to guide the processes of assessment, intervention and evaluation			1	6	7		4.42	100%
			1	6	7		4.42	100%
				8	6		4.42	100%
Is able to critique and apply knowledge to understand person and environment				7	7		4.50	100%
			1	2	11		4.71	100%
				4	10		4.71	100%

Field Instructor rating mean: 4.46

Student self-efficacy rating mean: 4.56

Capstone Presentation rating mean: 4.29

CLASS OF 2015 (n=14)

CORE COMPETENCY 8: ENGAGE IN POLICY PRACTICE TO ADVANCE SOCIAL AND ECONOMIC WELL-BEING AND TO DELIVER EFFECTIVE SOCIAL WORK SERVICES.							Mean Score	% at 3 or above
Social work practitioners understand that policy affects service delivery, and they actively engage in policy practice. Social workers know the history and current structures of social policies and services; the role of policy in service delivery; and the role of practice in policy development.							4.28	100%
Practice Behaviors: Field Instructor final evaluations (first/green); Student self-efficacy anonymous exit surveys (second/blue); Capstone Presentations (third/yellow)	1	2	3	4	5	*	Mean score	% at 3 or above
Is willing and able to analyze, formulate, and advocate for policies that advance social well-being				7	7		4.50	100%
			5	4	5		4.00	100%
			4	3	7		4.21	100%
Collaborates with colleagues and clients for effective policy action				6	8		4.57	100%
			3	4	7		4.28	100%
			3	6	5		4.14	100%

Field Instructor rating mean: 4.53

Student self-efficacy rating mean: 4.14

Capstone Presentation rating mean: 4.17

CLASS OF 2015 (n=14)

CORE COMPETENCY 9: RESPOND TO CONTEXTS THAT SHAPE PRACTICE.							Mean Score	% at 3 or above
Social workers are informed, resourceful, and proactive in responding to evolving organizational, community, and societal contexts at all levels of practice. Social workers recognize that the context of practice is dynamic, and use knowledge and skill to respond proactively.							4.09	97.33%
Practice Behaviors: Field Instructor final evaluations (first/green); Student self-efficacy anonymous exit surveys (second/blue); Capstone Presentations (third/yellow)	1	2	3	4	5	*	Mean score	% at 3 or above
Demonstrates the ability to continuously discover, appraise, and attend to changing locales, populations, scientific and technological developments, and emerging societal trends to provide relevant services			2	6	5	1	4.23	100% (n=13)
			3	6	5		4.14	100%
		1	3	4	6		4.07	92%
Demonstrates the ability to provide leadership in promoting sustainable changes in service delivery and practice to improve the quality of social services			4	5	4	1	4.00	100% (n=13)
			2	6	6		4.28	100%
		1	4	5	4		3.85	92%

Field Instructor rating mean: 4.11

Student self-efficacy rating mean: 4.21

Capstone Presentation rating mean: 3.96

CLASS OF 2015 (n=14)

CORE COMPETENCY 10: ENGAGE, ASSESS, INTERVENE AND EVALUATE WITH INDIVIDUALS, FAMILIES, GROUPS, ORGANIZATIONS AND COMMUNITIES.							Mean Score	% at 3 or above
Professional practice involves the dynamic and interactive processes of engagement, assessment, intervention, and evaluation at multiple levels. Social workers have the knowledge and skills to practice with individuals, families, groups, organizations, and communities. Practice knowledge includes identifying, analyzing, and implementing evidence-based interventions designed to achieve client goals; using research and technological advances; evaluating program outcomes and practice effectiveness; developing, analyzing, advocating, and providing leadership for policies and services; and promoting social and economic justice.							4.33	99.58%
Practice Behaviors: Field Instructor final evaluations (first/green); Student self-efficacy anonymous exit surveys (second/blue); Capstone Presentations (third/yellow)	1	2	3	4	5	*	Mean score	% at 3 or above
ENGAGEMENT (specific practice behaviors listed below)								
Substantively and affectively prepares for action				5	9		4.64	100%
				7	7		4.50	100%
		1	6	6	1		3.50	92%
Uses empathy and other interpersonal skills				4	10		4.71	100%
				2	12		4.85	100%
				7	7		4.50	100%
Develops a mutually agreed-on focus of work and desired outcomes				4	10		4.71	100%
				6	8		4.57	100%
			2	8	4		4.14	100%
ASSESSMENT (specific practice behaviors listed below)								100%
Collects, organizes and interprets client data				4	10		4.71	100%
			2	6	6		4.28	100%
				3	11		4.78	100%
Assesses client strengths and limitations				3	11		4.78	100%
				2	12		4.85	100%
				3	11		4.78	100%

Develops mutually agreed-on intervention goals and objectives			2	7	5		4.21	100%
				5	9		4.64	100%
			2	10	2		4.00	100%
Selects appropriate intervention strategies			1	8	5		4.28	100%
			1	4	9		4.57	100%
			2	9	3		4.07	100%
INTERVENTION (specific practice behaviors listed below)								100%
Initiates actions to achieve organizational goals			1	6	7		4.42	100%
			1	7	6		4.35	100%
			5	7	2		3.78	100%
Implements prevention interventions that enhance client capacities			1	4	9		4.57	100%
			1	6	7		4.42	100%
			4	7	3		3.92	100%
Helps clients resolve problems			2	4	8		4.42	100%
				6	8		4.57	100%
			2	9	3		4.07	100%
Negotiates, mediates and advocates for clients			1	6	7		4.42	100%
							4.64	100%
			3	7	4		4.07	100%
Facilitates transitions and endings			1	5	6	2	4.41	100% (n=12)
				5	9		4.07	100%
			5	7	2		3.78	100%
EVALUATION								
Critically analyzes, monitors and evaluates interventions			1	5	7	1	4.46	100% (n=13)
			3	6	5		4.14	100%
		1	2	9	2		3.85	92%

Overall

Field Instructor rating mean: 4.51

Student self-efficacy rating mean: 4.49

Capstone Presentation rating mean: 4.01

Engagement

Field Instructor rating mean: 4.68

Student self-efficacy rating mean: 4.64

Capstone Presentation rating mean: 4.04

Assessment

Field Instructor rating mean: 4.49

Student self-efficacy rating mean: 4.58

Capstone Presentation rating mean: 4.40

Intervention

Field Instructor rating mean: 4.44

Student self-efficacy rating mean: 4.41

Capstone Presentation rating mean: 3.92

Evaluation

Field Instructor rating mean: 4.46

Student self-efficacy rating mean: 4.14

Capstone Presentation rating mean: 3.85

CLASS OF 2015 (n=14)

CLASS OF 2014 (n=16)

CORE COMPETENCY 1: IDENTIFY AS A PROFESSIONAL SOCIAL WORKER AND CONDUCT ONESELF ACCORDINGLY.							Mean Score	% at 3 or above
Social workers serve as representatives of the profession, its mission, and its core values. They know the profession's history. Social workers commit themselves to the profession's enhancement and to their own professional conduct and growth.							4.37	99.5%
Practice Behaviors: Field Instructor final evaluations (first/green); Student self-efficacy anonymous exit survey (second/blue)	1	2	3	4	5	*	Mean score	% at 3 or above
Advocates for client access to social work services			2	4	10		4.50	100%
			2	8	6		4.25	100%
Practices personal reflection and self-correction to assure continual professional development			3	5	8		4.31	100%
			1	10	5		4.25	100%
Attends to professional roles and boundaries			1	4	11		4.62	100%
			2	10	4		4.12	100%
Demonstrates professional demeanor in behavior, appearance and communication			2	3	11		4.56	100%
			1	9	6		4.31	100%
Demonstrates an ongoing desire and motivation to learn (and recognizes the importance of career-long learning)			1	1	14		4.81	100%
			2	8	6		4.25	100%
Uses supervision and consultation			1	4	11		4.62	100%
			4	3	9		4.31	100%
Practices appropriate self-care		1	2	4	9		4.31	93%
			5	6	5		4.00	100%

Field Instructor rating mean: 4.53

Student self-efficacy rating mean: 4.21

CLASS OF 2014 (n=16)

CORE COMPETENCY 2: APPLY SOCIAL WORK ETHICAL PRINCIPLES TO GUIDE PROFESSIONAL PRACTICE.							Mean Score	% at 3 or above
Social workers have an obligation to conduct themselves ethically and to engage in ethical decision-making. Social workers are knowledgeable about the value base of the profession, its ethical standards, and relevant law.							4.08	100%
Practice Behaviors: Field Instructor final evaluations (first/green); Student self-efficacy anonymous exit survey (second/blue)	1	2	3	4	5	*	Mean score	% at 3 or above
Recognizes and manages personal values in a way that allows professional values to guide practice			3	6	7		4.25	100%
			2	9	5		4.18	100%
Makes ethical decisions by applying standards of the NASW Code of Ethics			3	6	7		4.25	100%
			6	5	5		3.93	100%
Tolerates ambiguity in resolving ethical conflicts			3	7	6		4.18	100%
			7	7	2		3.86	100%
Applies strategies of ethical reasoning to arrive at principled decisions			2	8	6		4.25	100%
			4	9	3		3.93	100%

Field Instructor rating mean: 4.23

Student self-efficacy rating mean: 3.93

CLASS OF 2014 (n=16)

CORE COMPETENCY 3: APPLY CRITICAL THINKING TO INFORM AND COMMUNICATE PROFESSIONAL JUDGMENTS.							Mean Score	% at 3 or above
Social workers are knowledgeable about the principles of logic, scientific inquiry, and reasoned discernment. They use critical thinking augmented by creativity and curiosity. Critical thinking also requires the synthesis and communication of relevant information.							4.15	100%
Practice Behaviors: Field Instructor final evaluations (first/green); Student self-efficacy anonymous exit survey (second/blue)	1	2	3	4	5	*	Mean score	% at 3 or above
Is able to distinguish, appraise, and integrate multiple sources of knowledge, including research-based knowledge and practice wisdom			1	9	6		4.50	100%
			6	4	6		4.00	100%
Is able to analyze models of assessment, prevention, intervention, and evaluation			3	9	4		4.06	100%
			3	10	3		4.00	100%
Demonstrates effective oral and written communication in working with individuals, families, groups, organizations, communities, and colleagues			3	6	7		4.25	100%
			2	10	4		4.12	100%

Field Instructor rating mean: 4.27

Student self-efficacy rating mean: 4.04

CLASS OF 2014 (n=16)

CORE COMPETENCY 4: ENGAGE DIVERSITY AND DIFFERENCE IN PRACTICE.							Mean Score	% at 3 or above
Social workers understand how diversity characterizes and shapes the human experience and is critical to the formation of identity. The dimensions of diversity are understood as the intersectionality of multiple factors including age, class, color, culture, disability, ethnicity, gender, gender identity and expression, immigration status, political ideology, race, religion, sex, and sexual orientation. Social workers appreciate that, as a consequence of difference, a person's life experiences may include oppression, poverty, marginalization, and alienation as well as privilege, power, and acclaim.							4.30	100%
Practice Behaviors: Field Instructor final evaluations (first/green); Student self-efficacy anonymous exit survey (second/blue)	1	2	3	4	5	*	Mean score	% at 3 or above
Recognizes the extent to which a culture's structures and values may oppress, marginalize, alienate, or create or enhance privilege and power			2	8	6		4.25	100%
			3	8	5		4.12	100%
Demonstrates sufficient self-awareness and willingness to endeavor to eliminate the influence of personal biases and values in working with diverse groups			3	8	5		4.12	100%
			3	9	4		4.06	100%
Recognizes and communicates her/his understanding of the importance of difference in shaping life experiences			1	5	10		4.56	100%
				13	3		4.18	100%
Views him/herself as a learner and engages those with whom s/he works as informants				7	9		4.56	100%
			1	8	7		4.56	100%

Field Instructor rating mean: 4.37

Student self-efficacy rating mean: 4.23

CLASS OF 2014 (n=16)

CORE COMPETENCY 5: ADVANCE HUMAN RIGHTS AND SOCIAL AND ECONOMIC JUSTICE.							Mean Score	% at 3 or above
Each person, regardless of position in society, has basic human rights, such as freedom, safety, privacy, an adequate standard of living, health care, and education. Social workers recognize the global interconnections of oppression and are knowledgeable about theories of justice and strategies to promote human and civil rights. Social work incorporates social justice practices in organizations, institutions, and society to ensure that these basic human rights are distributed equitably and without prejudice.							4.22	100%
Practice Behaviors: Field Instructor final evaluations (first/green); Student self-efficacy anonymous exit survey (second/blue)	1	2	3	4	5	*	Mean score	% at 3 or above
Understands the forms and mechanisms of oppression and discrimination			3	7	6		4.18	100%
			1	7	8		4.43	100%
Advocates for practices that advance human rights and social and economic justice			3	7	5	1	4.13	100% (n=15)
				11	5		4.31	100%
Engages in practices that advance human rights and social and economic justice			3	7	5	1	4.13	100% (n=15)
			2	9	5		4.18	100%

Field Instructor rating mean: 4.14

Student self-efficacy rating mean: 4.3

CLASS OF 2014 (n=16)

CORE COMPETENCY 6: ENGAGE IN RESEARCH-INFORMED PRACTICE AND PRACTICE-INFORMED RESEARCH.							Mean Score	% at 3 or above
Social workers use practice experience to inform research, employ evidence-based interventions, evaluate their own practice, and use research findings to improve practice, policy, and social service delivery. Social workers comprehend quantitative and qualitative research and understand scientific and ethical approaches to building knowledge.							3.9	100%
Practice Behaviors: Field Instructor final evaluations (first/green); Student self-efficacy anonymous exit survey (second/blue)	1	2	3	4	5	*	Mean score	% at 3 or above
Uses practice experience to inform scientific inquiry			3	10	2	1	3.93	100% (n=15)
			6	9	1		3.68	100%
Uses research evidence to inform practice			3	8	5	1	4.20	100% (n=15)
			5	9	2		3.81	100%

Field Instructor rating mean: 4.06

Student self-efficacy rating mean: 3.74

CLASS OF 2014 (n=16)

CORE COMPETENCY 7: APPLY KNOWLEDGE OF HUMAN BEHAVIOR AND THE SOCIAL ENVIRONMENT.							Mean Score	% at 3 or above
Social workers are knowledgeable about human behavior across the life course; the range of social systems in which people live; and the ways social systems promote or deter people in maintaining or achieving health and well-being. Social workers apply theories and knowledge from the liberal arts to understand biological, social, cultural, psychological, and spiritual development.							4.24	100%
Practice Behaviors: Field Instructor final evaluations (first/green); Student self-efficacy anonymous exit survey (second/blue)	1	2	3	4	5	*	Mean score	% at 3 or above
Utilizes conceptual frameworks to guide the processes of assessment, intervention and evaluation			4	7	5		4.06	100%
			3	11	2		3.93	100%
Is able to critique and apply knowledge to understand person and environment			2	8	6		4.62	100%
			10	6			4.37	100%

Field Instructor rating mean: 4.34

Student self-efficacy rating mean: 4.15

CLASS OF 2014 (n=16)

CORE COMPETENCY 8: ENGAGE IN POLICY PRACTICE TO ADVANCE SOCIAL AND ECONOMIC WELL-BEING AND TO DELIVER EFFECTIVE SOCIAL WORK SERVICES.							Mean Score	% at 3 or above
Social work practitioners understand that policy affects service delivery, and they actively engage in policy practice. Social workers know the history and current structures of social policies and services; the role of policy in service delivery; and the role of practice in policy development.							4.11	100%
Practice Behaviors: Field Instructor final evaluations (first/green); Student self-efficacy anonymous exit survey (second/blue)	1	2	3	4	5	*	Mean score	% at 3 or above
Is willing and able to analyze, formulate, and advocate for policies that advance social well-being			4	6	6		4.12	100%
			4	7	5		4.06	100%
Collaborates with colleagues and clients for effective policy action			3	6	6	1	4.20	100% (n=15)
			4	7	5		4.06	100%

Field Instructor rating mean: 4.16

Student self-efficacy rating mean: 4.06

CLASS OF 2014 (n=16)

CORE COMPETENCY 9: RESPOND TO CONTEXTS THAT SHAPE PRACTICE.							Mean Score	% at 3 or above
Social workers are informed, resourceful, and proactive in responding to evolving organizational, community, and societal contexts at all levels of practice. Social workers recognize that the context of practice is dynamic, and use knowledge and skill to respond proactively.							4.09	100%
Practice Behaviors: Field Instructor final evaluations (first/green); Student self-efficacy anonymous exit survey (second/blue)	1	2	3	4	5	*	Mean score	% at 3 or above
Demonstrates the ability to continuously discover, appraise, and attend to changing locales, populations, scientific and technological developments, and emerging societal trends to provide relevant services			4	6	6		4.12	100%
			4	8	4		4.00	100%
Demonstrates the ability to provide leadership in promoting sustainable changes in service delivery and practice to improve the quality of social services			3	6	7		4.25	100%
			3	10	3		4.00	100%

Field Instructor rating mean: 4.18

Student self-efficacy rating mean: 4.00

CLASS OF 2014 (n=16)

CORE COMPETENCY 10: ENGAGE, ASSESS, INTERVENE AND EVALUATE WITH INDIVIDUALS, FAMILIES, GROUPS, ORGANIZATIONS AND COMMUNITIES.							Mean Score	% at 3 or above
Professional practice involves the dynamic and interactive processes of engagement, assessment, intervention, and evaluation at multiple levels. Social workers have the knowledge and skills to practice with individuals, families, groups, organizations, and communities. Practice knowledge includes identifying, analyzing, and implementing evidence-based interventions designed to achieve client goals; using research and technological advances; evaluating program outcomes and practice effectiveness; developing, analyzing, advocating, and providing leadership for policies and services; and promoting social and economic justice.							4.34	100%
Practice Behaviors: Field Instructor final evaluations (first/green); Student self-efficacy anonymous exit survey (second/blue)	1	2	3	4	5	*	Mean score	% at 3 or above
ENGAGEMENT (specific practice behaviors listed below)							4.41	100%
Substantively and affectively prepares for action			2	6	8		4.37	100%
				8	8		4.50	100%
Uses empathy and other interpersonal skills			2	4	10		4.50	100%
				9	7		4.43	100%
Develops a mutually agreed-on focus of work and desired outcomes			2	3	10	1	4.53	100% (n=15)
				13	3		4.18	100%
ASSESSMENT (specific practice behaviors listed below)							4.27	100%
Collects, organizes and interprets client data			1	8	7		4.37	100%
			2	7	7		4.31	100%
Assesses client strengths and limitations			2	7	7		4.31	100%
				7	9		4.56	100%
Develops mutually agreed-on intervention goals and objectives			2	7	6	1	4.26	100% (n=15)
			1	12	3		4.12	100%
Selects appropriate intervention strategies			3	6	7		4.25	100%
			2	11	3		4.06	100%

INTERVENTION (specific practice behaviors listed below)							4.36	100%
Initiates actions to achieve organizational goals			2	7	7		4.31	100%
			1	7	7	1	4.4	100% (n=15)
Implements prevention interventions that enhance client capacities			3	4	8	1	4.33	100% (n=15)
			1	10	5		4.25	100%
Helps clients resolve problems			2	5	9		4.43	100%
				7	9		4.56	100%
Negotiates, mediates and advocates for clients			2	4	10		4.50	100%
			1	6	9		4.50	100%
Facilitates transitions and endings			1	10	5		4.25	100%
			4	6	6		4.12	100%
EVALUATION							4.24	100%
Critically analyzes, monitors and evaluates interventions			2	7	7		4.31	100%
			1	11	4		4.18	100%

Overall

Field Instructor rating mean: 4.36

Student self-efficacy rating mean: 4.32

Engagement

Field Instructor rating mean: 4.46

Student self-efficacy rating mean: 4.37

Assessment

Field Instructor rating mean: 4.29

Student self-efficacy rating mean: 4.26

Intervention

Field Instructor rating mean: 4.36

Student self-efficacy rating mean: 4.36

Evaluation

Field Instructor rating mean: 4.31

Student self-efficacy rating mean: 4.18

CLASS OF 2014 (n=16)

CLASS OF 2013 (n=17)

CORE COMPETENCY 1: IDENTIFY AS A PROFESSIONAL SOCIAL WORKER AND CONDUCT ONESELF ACCORDINGLY.							Mean Score	% at 3 or above
Social workers serve as representatives of the profession, its mission, and its core values. They know the profession's history. Social workers commit themselves to the profession's enhancement and to their own professional conduct and growth.							4.44	100%
Practice Behaviors: Field Instructor final evaluations (first/green); Student self-efficacy anonymous exit survey (second/blue)	1	2	3	4	5	*	Mean score	% at 3 or above
Advocates for client access to social work services			4	5	8		4.23	100
			1	10	6		4.29	100
Practices personal reflection and self-correction to assure continual professional development			2	9	6		4.23	100
			1	7	9		4.47	100
Attends to professional roles and boundaries			2	8	7		4.29	100
				7	10		4.58	100
Demonstrates professional demeanor in behavior, appearance and communication			1	6	10		4.52	100
				3	14		4.82	100
Demonstrates an ongoing desire and motivation to learn (and recognizes the importance of career-long learning)			3	5	9		4.35	100
				8	9		4.52	100
Uses supervision and consultation			2	4	11		4.52	100
				5	12		4.7	100
Practices appropriate self-care			3	7	7		4.23	100
			2	4	11		4.52	100

Field Instructor rating mean: 4.33

Student self-efficacy rating mean: 4.55

CLASS OF 2013 (n=17)

CORE COMPETENCY 2: APPLY SOCIAL WORK ETHICAL PRINCIPLES TO GUIDE PROFESSIONAL PRACTICE.							Mean Score	% at 3 or above
Social workers have an obligation to conduct themselves ethically and to engage in ethical decision-making. Social workers are knowledgeable about the value base of the profession, its ethical standards, and relevant law.							4.31	100
Practice Behaviors: Field Instructor final evaluations (first/green); Student self-efficacy anonymous exit survey (second/blue)	1	2	3	4	5	*	Mean score	% at 3 or above
Recognizes and manages personal values in a way that allows professional values to guide practice			2	9	6		4.23	100
			1	8	8		4.41	100
Makes ethical decisions by applying standards of the NASW Code of Ethics			3	7	6	1	4.18	100 (n=16)
				8	9		4.52	100
Tolerates ambiguity in resolving ethical conflicts			2	7	6	2	4.26	100 (n=15)
				11	6		4.35	100
Applies strategies of ethical reasoning to arrive at principled decisions			3	8	5	1	4.12	100 (n=16)
				9	8		4.47	100

Field Instructor rating mean: 4.19

Student self-efficacy rating mean: 4.43

CLASS OF 2013 (n=17)

CORE COMPETENCY 3: APPLY CRITICAL THINKING TO INFORM AND COMMUNICATE PROFESSIONAL JUDGMENTS.							Mean Score	% at 3 or above
Social workers are knowledgeable about the principles of logic, scientific inquiry, and reasoned discernment. They use critical thinking augmented by creativity and curiosity. Critical thinking also requires the synthesis and communication of relevant information.							4.16	97
Practice Behaviors: Field Instructor final evaluations (first/green); Student self-efficacy anonymous exit survey (second/blue)	1	2	3	4	5	*	Mean score	% at 3 or above
Is able to distinguish, appraise, and integrate multiple sources of knowledge, including research-based knowledge and practice wisdom		One "2.5"	3	8	5		4.02	94
			5	5	7		4.11	100
Is able to analyze models of assessment, prevention, intervention, and evaluation		One "2.5"	4	9	3		3.85	94
			3	7	7		4.23	100
Demonstrates effective oral and written communication in working with individuals, families, groups, organizations, communities, and colleagues		One "2.5"	3	4	9		4.26	94
			2	4	11		4.52	100

Field Instructor rating mean: 4.04

Student self-efficacy rating mean: 4.28

CLASS OF 2013 (n=17)

CORE COMPETENCY 4: ENGAGE DIVERSITY AND DIFFERENCE IN PRACTICE.							Mean Score	% at 3 or above
Social workers understand how diversity characterizes and shapes the human experience and is critical to the formation of identity. The dimensions of diversity are understood as the intersectionality of multiple factors including age, class, color, culture, disability, ethnicity, gender, gender identity and expression, immigration status, political ideology, race, religion, sex, and sexual orientation. Social workers appreciate that, as a consequence of difference, a person's life experiences may include oppression, poverty, marginalization, and alienation as well as privilege, power, and acclaim.							4.27	98.5
Practice Behaviors: Field Instructor final evaluations (first/green); Student self-efficacy anonymous exit survey (second/blue)	1	2	3	4	5	*	Mean score	% at 3 or above
Recognizes the extent to which a culture's structures and values may oppress, marginalize, alienate, or create or enhance privilege and power			2	10	5		4.17	100
			4	7	6		4.11	100
Demonstrates sufficient self-awareness and willingness to endeavor to eliminate the influence of personal biases and values in working with diverse groups		One "2.5"	2	7	7		4.2	94
			1	7	9		4.47	100
Recognizes and communicates her/his understanding of the importance of difference in shaping life experiences		One "2.5"	3	6	7		4.14	94
			1	8	8		4.41	100
Views him/herself as a learner and engages those with whom s/he works as informants			3	7	7		4.23	100
				8	9		4.52	100

Field Instructor rating mean: 4.18

Student self-efficacy rating mean: 4.37

CLASS OF 2013 (n=17)

CORE COMPETENCY 5: ADVANCE HUMAN RIGHTS AND SOCIAL AND ECONOMIC JUSTICE.							Mean Score	% at 3 or above
Each person, regardless of position in society, has basic human rights, such as freedom, safety, privacy, an adequate standard of living, health care, and education. Social workers recognize the global interconnections of oppression and are knowledgeable about theories of justice and strategies to promote human and civil rights. Social work incorporates social justice practices in organizations, institutions, and society to ensure that these basic human rights are distributed equitably and without prejudice.							4.36	100
Practice Behaviors: Field Instructor final evaluations (first/green); Student self-efficacy anonymous exit survey (second/blue)	1	2	3	4	5	*	Mean score	% at 3 or above
Understands the forms and mechanisms of oppression and discrimination			2	8	6	1	4.25	100 (n=16)
			1	4	12		4.64	100
Advocates for practices that advance human rights and social and economic justice			2	10	4	1	4.12	100 (n=16)
			2	5	10		4.47	100
Engages in practices that advance human rights and social and economic justice			2	8	6	1	4.25	100 (n=16)
			2	5	10		4.47	100

Field Instructor rating mean: 4.2

Student self-efficacy rating mean: 4.52

CLASS OF 2013 (n=17)

CORE COMPETENCY 6: ENGAGE IN RESEARCH-INFORMED PRACTICE AND PRACTICE-INFORMED RESEARCH.							Mean Score	% at 3 or above
Social workers use practice experience to inform research, employ evidence-based interventions, evaluate their own practice, and use research findings to improve practice, policy, and social service delivery. Social workers comprehend quantitative and qualitative research and understand scientific and ethical approaches to building knowledge.							4.12	96.5
Practice Behaviors: Field Instructor final evaluations (first/green); Student self-efficacy anonymous exit survey (second/blue)	1	2	3	4	5	*	Mean score	% at 3 or above
Uses practice experience to inform scientific inquiry		One "2.5"	1	11	2	2	3.96	93 (n=15)
			2	9	6		4.23	100
Uses research evidence to inform practice		One "2.5"	1	11	2	2	3.96	93 (n=15)
			1	9	7		4.35	100

Field Instructor rating mean: 3.96

Student self-efficacy rating mean: 4.29

CLASS OF 2013 (n=17)

CORE COMPETENCY 7: APPLY KNOWLEDGE OF HUMAN BEHAVIOR AND THE SOCIAL ENVIRONMENT.							Mean Score	% at 3 or above
Social workers are knowledgeable about human behavior across the life course; the range of social systems in which people live; and the ways social systems promote or deter people in maintaining or achieving health and well-being. Social workers apply theories and knowledge from the liberal arts to understand biological, social, cultural, psychological, and spiritual development.							4.39	97
Practice Behaviors: Field Instructor final evaluations (first/green); Student self-efficacy anonymous exit survey (second/blue)	1	2	3	4	5	*	Mean score	% at 3 or above
Utilizes conceptual frameworks to guide the processes of assessment, intervention and evaluation		One "2.5"	2	8	6		4.14	94
			2	5	10		4.47	100
Is able to critique and apply knowledge to understand person and environment		One "2.5"	1	8	7		4.26	94
				5	12		4.7	100

Field Instructor rating mean: 4.2

Student self-efficacy rating mean: 4.58

CLASS OF 2013 (n=17)

CORE COMPETENCY 8: ENGAGE IN POLICY PRACTICE TO ADVANCE SOCIAL AND ECONOMIC WELL-BEING AND TO DELIVER EFFECTIVE SOCIAL WORK SERVICES.							Mean Score	% at 3 or above
Social work practitioners understand that policy affects service delivery, and they actively engage in policy practice. Social workers know the history and current structures of social policies and services; the role of policy in service delivery; and the role of practice in policy development.							4.3	96.25
Practice Behaviors: Field Instructor final evaluations (first/green); Student self-efficacy anonymous exit survey (second/blue)	1	2	3	4	5	*	Mean score	% at 3 or above
Is willing and able to analyze, formulate, and advocate for policies that advance social well-being		One "2.5"	2	10	2	2	3.9	93 (n=15)
			1	5	11		4.58	100
Collaborates with colleagues and clients for effective policy action		One "2.5"	1	6 + one "4.5"	5	3	4.21	92 (n=14)
							4.52	100

Field Instructor rating mean: 4.05

Student self-efficacy rating mean: 4.55

CLASS OF 2013 (n=17)

CORE COMPETENCY 9: RESPOND TO CONTEXTS THAT SHAPE PRACTICE.							Mean Score	% at 3 or above
Social workers are informed, resourceful, and proactive in responding to evolving organizational, community, and societal contexts at all levels of practice. Social workers recognize that the context of practice is dynamic, and use knowledge and skill to respond proactively.							4.21	96.5
Practice Behaviors: Field Instructor final evaluations (first/green); Student self-efficacy anonymous exit survey (second/blue)	1	2	3	4	5	*	Mean score	% at 3 or above
Demonstrates the ability to continuously discover, appraise, and attend to changing locales, populations, scientific and technological developments, and emerging societal trends to provide relevant services		One "2.5"	1	10	4	1	4.09	93 (n=16)
				14	3		4.17	100
Demonstrates the ability to provide leadership in promoting sustainable changes in service delivery and practice to improve the quality of social services		One "2.5"	1	11	3	1	4.03	93 (n=16)
				7	10		4.58	100

Field Instructor rating mean: 4.06

Student self-efficacy rating mean: 4.37

CLASS OF 2013 (n=17)

<p align="center">CORE COMPETENCY 10: ENGAGE, ASSESS, INTERVENE AND EVALUATE WITH INDIVIDUALS, FAMILIES, GROUPS, ORGANIZATIONS AND COMMUNITIES.</p> <p>Professional practice involves the dynamic and interactive processes of engagement, assessment, intervention, and evaluation at multiple levels. Social workers have the knowledge and skills to practice with individuals, families, groups, organizations, and communities. Practice knowledge includes identifying, analyzing, and implementing evidence-based interventions designed to achieve client goals; using research and technological advances; evaluating program outcomes and practice effectiveness; developing, analyzing, advocating, and providing leadership for policies and services; and promoting social and economic justice.</p>							Mean Score	% at 3 or above
Practice Behaviors: Field Instructor final evaluations (first/green); Student self-efficacy anonymous exit survey (second/blue)	1	2	3	4	5	*	Mean score	% at 3 or above
ENGAGEMENT (specific practice behaviors listed below)							4.59	99
Substantively and affectively prepares for action			4	3	10		4.35	100
				7	10		4.58	100
Uses empathy and other interpersonal skills		One "2.5"	1	2	13		4.61	94
				3	14		4.82	100
Develops a mutually agreed-on focus of work and desired outcomes			1	3	11	2	4.66	100 (n=15)
				8	9		4.52	100
ASSESSMENT (specific practice behaviors listed below)							4.56	99.25
Collects, organizes and interprets client data			1	9	7		4.35	100
				5	12		4.7	100
Assesses client strengths and limitations		One "2.5"	1	4	11		4.5	94
				2	15		4.88	100
Develops mutually agreed-on intervention goals and objectives			1	5	9	2	4.53	100 (n=15)
				5	12		4.7	100
Selects appropriate intervention strategies			2	8	6	1	4.25	100 (n=16)
				7	10		4.58	100

INTERVENTION (specific practice behaviors listed below)							4.47	100
Initiates actions to achieve organizational goals			2	7	8		4.35	100
				7	10		4.58	100
Implements prevention interventions that enhance client capacities			3	8	6		4.17	100
				7	10		4.58	100
Helps clients resolve problems			3	3	11		4.47	100
			1	4	12		4.64	100
Negotiates, mediates and advocates for clients			3	3	10	1	4.43	100
				5	12		4.7	100
Facilitates transitions and endings			2	7	6	1 *(-1)	4.26	100
			1	6	10		4.52	100
EVALUATION							4.38	100
Critically analyzes, monitors and evaluates interventions			3	7	5	1 *(-1)	4.13	100
				6	11		4.64	100

- Note that (-1) indicates Field Instructor did not choose any rating (vs. choosing “unable to assess”).

Overall

Field Instructor rating mean: 4.38

Student self-efficacy rating mean: 4.64

Engagement

Field Instructor rating mean: 4.54

Student self-efficacy rating mean: 4.64

Assessment

Field Instructor rating mean: 4.4

Student self-efficacy rating mean: 4.71

Intervention

Field Instructor rating mean: 4.33

Student self-efficacy rating mean: 4.6

Evaluation

Field Instructor rating mean: 4.13

Student self-efficacy rating mean: 4.64

CLASS OF 2013 (n=17)

CLASS OF 2012 (n=10)

CORE COMPETENCY 1: IDENTIFY AS A PROFESSIONAL SOCIAL WORKER AND CONDUCT ONESELF ACCORDINGLY.							Mean Score	% at 3 or above
Social workers serve as representatives of the profession, its mission, and its core values. They know the profession's history. Social workers commit themselves to the profession's enhancement and to their own professional conduct and growth.							4.54	99%
Practice Behaviors: Field Instructor final evaluations (first/green); Student self-efficacy anonymous exit survey (second/blue)	1	2	3	4	5	*	Mean score	% at 3 or above
Advocates for client access to social work services			2	2	6		4.4	100
			1	8	1		4.0	100
Practices personal reflection and self-correction to assure continual professional development			1	2	7		4.6	100
			2	3	5		4.3	100
Attends to professional roles and boundaries				1	9		4.9	100
			1	3	6		4.5	100
Demonstrates professional demeanor in behavior, appearance and communication				2	8		4.8	100
				3	7		4.7	100
Demonstrates an ongoing desire and motivation to learn (and recognizes the importance of career-long learning)			1	1	8		4.7	100
				3	7		4.7	100
Uses supervision and consultation			1	1	8		4.7	100
			2	1	7		4.5	100
Practices appropriate self-care				2	7	1*	4.77	100 (n=9)
		1	1	4	4		4.1	90

- Note that one FI used outdated form that did not include this item.

Field Instructor rating mean: 4.69

Student self-efficacy rating mean: 4.4

CLASS OF 2012 (n=10)

CORE COMPETENCY 2: APPLY SOCIAL WORK ETHICAL PRINCIPLES TO GUIDE PROFESSIONAL PRACTICE.							Mean Score	% at 3 or above
Social workers have an obligation to conduct themselves ethically and to engage in ethical decision-making. Social workers are knowledgeable about the value base of the profession, its ethical standards, and relevant law.							4.43	100
Practice Behaviors: Field Instructor final evaluations (first/green); Student self-efficacy anonymous exit survey (second/blue)	1	2	3	4	5	*	Mean score	% at 3 or above
Recognizes and manages personal values in a way that allows professional values to guide practice			1	1	8		4.7	100
			2	4	4		4.2	100
Makes ethical decisions by applying standards of the NASW Code of Ethics			1	2	7		4.6	100
			1	3	6		4.5	100
Tolerates ambiguity in resolving ethical conflicts			1	3	6		4.5	100
			1	7	2		4.1	100
Applies strategies of ethical reasoning to arrive at principled decisions				3	7		4.7	100
			1	6	3		4.2	100

Field Instructor rating mean: 4.62

Student self-efficacy rating mean: 4.25

CLASS OF 2012 (n=10)

CORE COMPETENCY 3: APPLY CRITICAL THINKING TO INFORM AND COMMUNICATE PROFESSIONAL JUDGMENTS.							Mean Score	% at 3 or above
Social workers are knowledgeable about the principles of logic, scientific inquiry, and reasoned discernment. They use critical thinking augmented by creativity and curiosity. Critical thinking also requires the synthesis and communication of relevant information.							4.21	100
Practice Behaviors: Field Instructor final evaluations (first/green); Student self-efficacy anonymous exit survey (second/blue)	1	2	3	4	5	*	Mean score	% at 3 or above
Is able to distinguish, appraise, and integrate multiple sources of knowledge, including research-based knowledge and practice wisdom			1	5	4		4.3	100
			4	4	2		3.8	100
Is able to analyze models of assessment, prevention, intervention, and evaluation			2	3	5		4.3	100
			2	4	4		4.2	100
Demonstrates effective oral and written communication in working with individuals, families, groups, organizations, communities, and colleagues			1	4	5		4.4	100
			2	3	5		4.3	100

Field Instructor rating mean: 4.33

Student self-efficacy rating mean: 4.1

CLASS OF 2012 (n=10)

CORE COMPETENCY 4: ENGAGE DIVERSITY AND DIFFERENCE IN PRACTICE.							Mean Score	% at 3 or above
Social workers understand how diversity characterizes and shapes the human experience and is critical to the formation of identity. The dimensions of diversity are understood as the intersectionality of multiple factors including age, class, color, culture, disability, ethnicity, gender, gender identity and expression, immigration status, political ideology, race, religion, sex, and sexual orientation. Social workers appreciate that, as a consequence of difference, a person's life experiences may include oppression, poverty, marginalization, and alienation as well as privilege, power, and acclaim.							4.6	100
Practice Behaviors: Field Instructor final evaluations (first/green); Student self-efficacy anonymous exit survey (second/blue)	1	2	3	4	5	*	Mean score	% at 3 or above
Recognizes the extent to which a culture's structures and values may oppress, marginalize, alienate, or create or enhance privilege and power			2	1	7		4.5	100
			1	4	5		4.4	100
Demonstrates sufficient self-awareness and willingness to endeavor to eliminate the influence of personal biases and values in working with diverse groups				2	7	1	4.77	100 (n=9)
				6	4		4.4	100
Recognizes and communicates her/his understanding of the importance of difference in shaping life experiences			1	2	7		4.6	100
			1	1	8		4.7	100
Views him/herself as a learner and engages those with whom s/he works as informants			1	1	8		4.7	100
				2	8		4.8	100

Field Instructor rating mean: 4.64

Student self-efficacy rating mean: 4.57

CLASS OF 2012 (n=10)

CORE COMPETENCY 5: ADVANCE HUMAN RIGHTS AND SOCIAL AND ECONOMIC JUSTICE.							Mean Score	% at 3 or above
Each person, regardless of position in society, has basic human rights, such as freedom, safety, privacy, an adequate standard of living, health care, and education. Social workers recognize the global interconnections of oppression and are knowledgeable about theories of justice and strategies to promote human and civil rights. Social work incorporates social justice practices in organizations, institutions, and society to ensure that these basic human rights are distributed equitably and without prejudice.							4.38	98.3
Practice Behaviors: Field Instructor final evaluations (first/green); Student self-efficacy anonymous exit survey (second/blue)	1	2	3	4	5	*	Mean score	% at 3 or above
Understands the forms and mechanisms of oppression and discrimination			1	2	7		4.6	100
			2	3	5		4.3	100
Advocates for practices that advance human rights and social and economic justice			1	1	7	1	4.66	100 (n=9)
			3	3	4		4,1	100
Engages in practices that advance human rights and social and economic justice			1	1	7	1	4.66	100 (n=9)
		1	1	5	3		4.0	90

Field Instructor rating mean: 4.64

Student self-efficacy rating mean: 4.13

CLASS OF 2012 (n=10)

CORE COMPETENCY 6: ENGAGE IN RESEARCH-INFORMED PRACTICE AND PRACTICE-INFORMED RESEARCH.							Mean Score	% at 3 or above
Social workers use practice experience to inform research, employ evidence-based interventions, evaluate their own practice, and use research findings to improve practice, policy, and social service delivery. Social workers comprehend quantitative and qualitative research and understand scientific and ethical approaches to building knowledge.							3.87	97.5
Practice Behaviors: Field Instructor final evaluations (first/green); Student self-efficacy anonymous exit survey (second/blue)	1	2	3	4	5	*	Mean score	% at 3 or above
Uses practice experience to inform scientific inquiry			2	4	2	2	4.0	100 (n=8)
		1	4	4	1		3.5	90
Uses research evidence to inform practice			3	2	5		4.2	100
			4	4	2		3.8	100

Field Instructor rating mean: 4.1

Student self-efficacy rating mean: 3.65

CLASS OF 2012 (n=10)

CORE COMPETENCY 7: APPLY KNOWLEDGE OF HUMAN BEHAVIOR AND THE SOCIAL ENVIRONMENT.							Mean Score	% at 3 or above
Social workers are knowledgeable about human behavior across the life course; the range of social systems in which people live; and the ways social systems promote or deter people in maintaining or achieving health and well-being. Social workers apply theories and knowledge from the liberal arts to understand biological, social, cultural, psychological, and spiritual development.							4.5	100
Practice Behaviors: Field Instructor final evaluations (first/green); Student self-efficacy anonymous exit survey (second/blue)	1	2	3	4	5	*	Mean score	% at 3 or above
Utilizes conceptual frameworks to guide the processes of assessment, intervention and evaluation			1	5	4		4.3	100
			1	3	6		4.5	100
Is able to critique and apply knowledge to understand person and environment			1	3	6		4.5	100
			3	7			4.7	100

Field Instructor rating mean: 4.4

Student self-efficacy rating mean: 4.6

CLASS OF 2012 (n=10)

CORE COMPETENCY 8: ENGAGE IN POLICY PRACTICE TO ADVANCE SOCIAL AND ECONOMIC WELL-BEING AND TO DELIVER EFFECTIVE SOCIAL WORK SERVICES.							Mean Score	% at 3 or above
Social work practitioners understand that policy affects service delivery, and they actively engage in policy practice. Social workers know the history and current structures of social policies and services; the role of policy in service delivery; and the role of practice in policy development.							4.24	97.5
Practice Behaviors: Field Instructor final evaluations (first/green); Student self-efficacy anonymous exit survey (second/blue)	1	2	3	4	5	*	Mean score	% at 3 or above
Is willing and able to analyze, formulate, and advocate for policies that advance social well-being			2	4	4		4.2	100
			2	5	3		4.1	100
Collaborates with colleagues and clients for effective policy action			1	3	4	2	4.37	100 (n=8)
		1		4	5		4.3	90

Field Instructor rating mean: 4.28

Student self-efficacy rating mean: 4.2

CLASS OF 2012 (n=10)

CORE COMPETENCY 9: RESPOND TO CONTEXTS THAT SHAPE PRACTICE.							Mean Score	% at 3 or above
Social workers are informed, resourceful, and proactive in responding to evolving organizational, community, and societal contexts at all levels of practice. Social workers recognize that the context of practice is dynamic, and use knowledge and skill to respond proactively.							4.2	100
Practice Behaviors: Field Instructor final evaluations (first/green); Student self-efficacy anonymous exit survey (second/blue)	1	2	3	4	5	*	Mean score	% at 3 or above
Demonstrates the ability to continuously discover, appraise, and attend to changing locales, populations, scientific and technological developments, and emerging societal trends to provide relevant services				3	6	1	4.66	100 (n=9)
			3	3	4		4.1	100
Demonstrates the ability to provide leadership in promoting sustainable changes in service delivery and practice to improve the quality of social services			2	2	4	1	3.77	100 (n=9)
			2	3	5		4.3	100

Field Instructor rating mean: 4.21

Student self-efficacy rating mean: 4.2

CLASS OF 2012 (n=10)

CORE COMPETENCY 10: ENGAGE, ASSESS, INTERVENE AND EVALUATE WITH INDIVIDUALS, FAMILIES, GROUPS, ORGANIZATIONS AND COMMUNITIES.							Mean Score	% at 3 or above
Professional practice involves the dynamic and interactive processes of engagement, assessment, intervention, and evaluation at multiple levels. Social workers have the knowledge and skills to practice with individuals, families, groups, organizations, and communities. Practice knowledge includes identifying, analyzing, and implementing evidence-based interventions designed to achieve client goals; using research and technological advances; evaluating program outcomes and practice effectiveness; developing, analyzing, advocating, and providing leadership for policies and services; and promoting social and economic justice.							4.48	100
Practice Behaviors: Field Instructor final evaluations (first/green); Student self-efficacy anonymous exit survey (second/blue)	1	2	3	4	5	*	Mean score	% at 3 or above
ENGAGEMENT (specific practice behaviors listed below)							4.58	100
Substantively and affectively prepares for action			1	3	6		4.5	100
			1	5	4		4.3	100
Uses empathy and other interpersonal skills			1	2	7		4.6	100
				2	8		4.8	100
Develops a mutually agreed-on focus of work and desired outcomes			1	1	8		4.7	100
			1	2	7		4.6	100
ASSESSMENT (specific practice behaviors listed below)							4.52	100
Collects, organizes and interprets client data			1	4	5		4.4	100
				5	5		4.5	100
Assesses client strengths and limitations			1	2	7		4.6	100
			1	2	7		4.6	100
Develops mutually agreed-on intervention goals and objectives			1	1	8		4.7	100
			1	3	6		4.5	100
Selects appropriate intervention strategies			1	2	7		4.6	100
			1	5	4		4.3	100

INTERVENTION (specific practice behaviors listed below)						4.43	100
Initiates actions to achieve organizational goals			1	3	6	4.5	100
			2	5	3	4.1	100
Implements prevention interventions that enhance client capacities			2	4	4	4.5	100
			1	6	3	4.2	100
Helps clients resolve problems			1	3	6	4.5	100
			1	2	7	4.6	100
Negotiates, mediates and advocates for clients			1	3	6	4.5	100
			1	2	7	4.6	100
Facilitates transitions and endings			1	4	5	4.4	100
			1	4	5	4.4	100
EVALUATION						4.3	100
Critically analyzes, monitors and evaluates interventions			2	3	5	4.3	100
			2	3	5	4.3	100

Overall

Field Instructor rating mean: 4.52

Student self-efficacy rating mean: 4.44

Engagement

Field Instructor rating mean: 4.6

Student self-efficacy rating mean: 4.56

Assessment

Field Instructor rating mean: 4.57

Student self-efficacy rating mean: 4.47

Intervention

Field Instructor rating mean: 4.48

Student self-efficacy rating mean: 4.38

Evaluation

Field Instructor rating mean: 4.3

Student self-efficacy rating mean: 4.3