

2010-PRESENT ASSESSMENT DATA: FIELD EVALUATION

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COMPETENCY 1: Educational Policy 2.1.1—Identify as a professional social worker and conduct oneself accordingly. 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. Social workers:									
PRACTICE BEHAVIORS	FIELD EVALUATION COMPONENT	2010	2011	2012	2013	2014	2015	2016	
	Each completed evaluation is completed on a rating scale of: (5) Exceeds competency, (4) Demonstrates competency, (3) Emerging competency, (2) Inconsistent competency, (1) Little/no competency	N=26	N=29	N=47	N=50/51	N=45	N=44	N=39 W=30/P=9 W=West Chester Campus P=Philadelphia Campus	
OVERALL SCORE FOR COMPETENCY 1 (Supervisor Rating)		N/A	93%	93.6%	92%	98%	95%	98%	
OVERALL SCORE FOR COMPETENCY 1 (\bar{x} of Scores)		90.6	89%	??%					
• advocate for client access to the services of social work; (1)	(1.3) Advocates effectively for client access to social services.	88.5	97%	91.5%	76%	93% (NA=2)	83%	83%/100%	
• practice personal reflection and self-correction to assure continual professional development; (2)	(1.1) Has a commitment to conducting himself/herself as a professional social worker.	86.2	97%	??	94%	100%	98%	100%/100%	
	(1.4) Practices personal reflection and self-correction to assure continual professional development.	87.4	90%	93.6%	94%	98%	98%	100%/100%	
• attend to professional roles and boundaries; (3)	(1.5) Attends to professional roles and boundaries.	96.2	100%	93.6%	96%	100%	98%	97%/100%	
	(1.11) Is able to care for his or her own self while helping others.	92.4	93%	89.4%	90%	96%	98%	93%/89%	
• demonstrate	(1.1) Has a commitment to conducting	??	??	95.8	94%	100%	98%	100%/100%	

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professional demeanor in behavior, appearance, and communication; (4)	himself/herself as a professional social worker.									
	(1.6) Presents a professional appearance.	96.2	100%	95.8%	94%	98%	98%	97%/100%		
	(1.7) Demonstrates professional responsibility by being on time to his/her internship, communicating with his/her field instructor when absent and assuring that his/her work is being covered in his/her absence.	86.2	93%	91.5%	86%	98%	100%	90%/100%		
	(1.8) Able to prioritize work and complete work in a timely fashion.	96.1	97%	93.6	92%	98%	95%	93%/100%		
	(1.9) Is skilled at professional writing.	92.3	86%	80.8	80%	91% (NA=2%)	93%	97%/100%		
• engage in career-long learning; and (5)	(1.2) Has a commitment to a career of professional learning and growth.	88.5	97%	95.7%	94%	100%	95%	100%/100%		
• use supervision and consultation. (6)	(1.10) Seeks guidance and/or advice in order to provide the best service for clients.	86.2	100%	91.5%	94%	98%	98%	100%/100%		
	(1.12) Accepts feedback in supervision.	92.3	100%	93.6%	96%	100%	98%	100%/100%		
	(1.13) Submits weekly agendas that indicate the student's commitment to his/her own learning.	92.4	90%	91.4%	94%	98%	100%	97%/89%		
	(1.14) Prepares for and uses supervision and consultation effectively.	87.1	93%	93.6%	94%	98%	98%	100%/100%		

COMPETENCY 2: Educational Policy 2.1.2—Apply social work ethical principles to guide professional practice. 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. Social workers:									
PRACTICE BEHAVIORS	FIELD EVALUATION COMPONENT	2010	2011	2012	2013	2014	2015	2016	
OVERALL SCORE FOR COMPETENCY 2 (Supervisor Rating)		N/A	97%	91.5%	94%	98%	94%	98%	
OVERALL SCORE FOR COMPETENCY 2 (\bar{x} of Scores)		86.7	94%	??%					
• recognize and manage personal values in a way that allows professional values to guide practice; (7)	(2.1) Is knowledgeable about the value base of the profession.	82.3	97%	93.6%	94%	98%	100%	100%/100%	
	(2.4) Recognizes and manages personal values in a way that allows professional values to guide practice.	96.2	93%	95.7%	90%	98%	100%	97%/100%	
• make ethical decisions by applying standards of the NASW Code of Ethics &, as applicable, of the IFSW/ IASSWES, Statement of Principles; (8)	(2.1) Is knowledgeable about the value base of the profession.	??	??	93.6%	94%	98%	100%	100%/100%	
	(2.2) Demonstrates adherence to the NASW Code of Ethics and social work values.	86.2	100%	93.6%	96%	98%	100%	100%/100%	
	(2.3) Is knowledgeable, and abides by, laws relevant to social work.	82.3	100%	93.6%	96%	98%	100%	100%/100%	
• tolerate ambiguity in resolving ethical conflicts; and (9)	(2.5) Tolerates well ambiguity in resolving ethical conflicts.	88.5	90%	85.2%	72% (N/A=6%)	93% (NA=4%)	88%	97%/100%	
• apply strat's of ethical reasoning to arrive at principled decisions(10)	(2.6) Is skilled at applying strategies of ethical reasoning to arrive at principled decisions.	84.6	86%	85.2%	76% (N/A=4%)	96% (NA=2%)	90%	93%/100%	

COMPETENCY 3: Educational Policy 2.1.3—Apply critical thinking to inform and communicate professional judgments. 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. Social workers:									
PRACTICE BEHAVIORS	FIELD EVALUATION COMPONENT	2010	2011	2012	2013	2014	2015	2016	
OVERALL SCORE FOR COMPETENCY 3 (Supervisor Rating)		N/A	97%	91.5%	86%	96%	92%	94%	
OVERALL SCORE FOR COMPETENCY 3 (\bar{x} of Scores)		87.2	90%	??%					
• distinguish, appraise, and integrate multiple sources of knowledge, including research-based knowledge, and practice wisdom; (11)	(3.1) Is skilled at using critical thinking augmented by creativity.	84.6	90%	89.4%	80% (N/A=2%)	98%	95%	90%/100%	
	(3.2) Is skilled at using critical thinking augmented by curiosity.	92.3	93%	91.5%	90% (N/A=2%)	100%	95%	93%/100%	
	(3.8) Is skilled at information literacy by assessing & integrating multiple sources of knowledge; including research-based knowledge & practice wisdom.	92.3	86%	80.9%	86%	89% (NA=2%)	93%	93%/100%	
• analyze models of assessment, prevention, intervention, and evaluation; and (12)	(3.3) Is skilled at analyzing models of assessment.	88.4	93%	80.8%	72% (N/A=2%)	89% (NA=4%)	90%	90%/100%	
	(3.4) Is skilled at analyzing models of prevention.	73.1	90%	76.6%	N/A	82% (NA=9%)	85%	93%/100%	
	(3.5) Is skilled at analyzing models of the problem-solving method.	82.3	90%	89.4%	76% (N/A=4%)	89% (NA=2%)	93%	90%/100%	
	(3.6) Is skilled at analyzing models of evaluation.	84.6	79%	78.7%	N/A	87% (NA=4%)	88%	83%/100%	
	(3.7) Analyzes complex material well.	92.3	83%	85.1%	74% (N/A=4%)	87% (NA=4%)	85%	97%/90%	

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<p>• demonstrate effective oral and written communication in working with individuals, families, groups, organizations, communities, and colleagues. (13)</p>	<p>(3.9) Demonstrates effective oral communication in working with individuals, families, groups, organizations, and communities.</p>	86.1	97%	93.6%	86%	96%	93%	97%/100%		
	<p>(3.10) Demonstrates effective written communication in working with individuals, families, groups, organizations, and communities.</p>	92.3	93%	83.0%	86%	93% (NA=2%)	93%	90%/100%		
	<p>(3.11) Demonstrates effective written and oral communication with other professionals on behalf of clients and client systems.</p>	92.3	93%	80.9%	80% (N/A=2%)	91% (NA=2%)	93%	83%/100%		
	<p>(3.12) Takes into account client differences (age, education level, race, culture, gender, sexual orientation, and spiritual/religious) in his/her communication with the client.</p>	86.1	96%	93.6%	94%	96%	95%	100%/100%		

COMPETENCY 4: Educational Policy 2.1.4—Engage diversity and difference in practice. 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. Social workers:									
PRACTICE BEHAVIORS	FIELD EVALUATION COMPONENT	2010	2011	2012	2013	2014	2015	2016	
OVERALL SCORE FOR COMPETENCY 4 (Supervisor Rating)		N/A	97%	93.6%	98%	98%	99%	100%	
OVERALL SCORE FOR COMPETENCY 4 (\bar{x} of Scores)		94.5	97%	??					
• recognize the extent to which a culture's structures and values may oppress, marginalize, alienate, or create or enhance privilege and power; (14)	(4.2) Is knowledgeable and respectful of the intersectionality of clients' multiple identifies such as age, class, color, culture, disability, ethnicity, gender identity and expression, immigration status, political ideology, race, religion, sex, and sexual orientation.	96.2	97%	97.9%	96%	96%	100%	100%/100%	
	(4.3) Recognizes the extent to which a culture's structures and values may oppress, marginalize, alienate, or create or enhance privilege and power.	96.1	93%	93.6%	90%	98%	98%	100%/100%	
• gain sufficient self-awareness to eliminate the influence of personal biases and values in working with diverse groups; (15)	(4.1) Treats diverse clients with dignity and respect.	96.2	100%	100%	100%	96%	100%	100%/100%	
	(4.5) Has sufficient self-awareness to eliminate the influence of personal biases and values in working with diverse groups.	90.0	97%	95.7%	98%	98%	100%	100%/100%	
• recognize and communicate their understanding of the importance of difference in shaping life experiences; and (16)	(4.2) Is knowledgeable and respectful of the intersectionality of clients' multiple identifies such as age, class, color, culture, disability, ethnicity, gender identity and expression, immigration status, political ideology, race, religion, sex, and sexual orientation.	??	??	97.9%	96%	96%	100%	100%/100%	
	(4.3) Recognizes the extent to which a	??	??	93.6%	90%	98%	98%	100%/100%	

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	<p>culture's structures and values may oppress, marginalize, alienate, or create or enhance privilege and power.</p> <p>(4.4) Recognizes and respects clients' culture and global perspective and understands how these factors influence clients' behavior and viewpoint.</p> <p>(4.6) Recognizes and communicates her/his understanding of the importance of difference in shaping life experiences.</p> <p>(4.7) Respects client diversity and builds upon it when involved in the helping process.</p>	96.1	93%	95.7%	86%	98%	100%	100%/100%		
		96.2	100%	95.7%	92%	98%	98%	100%/100%		
		96.1	97%	95.7%	92%	98%	98%	100%/100%		
• view themselves as learners and engage those with whom they work as informants. (17)	(4.8) Views herself or himself as a learner and engages those he or she works with as informants.	92.3	97%	95.8%	90% (N/A=2%)	98%	98%	100%/100%		

COMPETENCY 5: Educational Policy 2.1.5—Advance human rights and social and economic justice. 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. Social workers:									
PRACTICE BEHAVIORS	FIELD EVALUATION COMPONENT	2010	2011	2012	2013	2014	2015	2016	
OVERALL SCORE FOR COMPETENCY 5 (Supervisor Rating) OVERALL SCORE FOR COMPETENCY 5 (\bar{x} of Scores)		N/A 84.6	97% 90%	83.0%	96%	96%	95%	97%	
• understand the forms and mechanisms of oppression and discrimination; (18)	(4.3) Recognizes the extent to which a culture's structures and values may oppress, marginalize, alienate, or create or enhance privilege and power.	??	??	93.6%	90%	98%	98%	100%/100%	
	(5.1) Recognizes that 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.	N/A	100%	??	??	98%	94%	Not Measured	
	(5.2) Understands the forms and mechanisms of oppression and discrimination.	92.3	100%	95.7%	92% (N/A= 2%)	94% (N/A= 2%)	98%	100%/100%	
	(5.3) Is skilled at working within the agency setting to create a greater awareness of issues of oppression and discrimination and to address them.	??	??	65.9%	86% (N/A= 2%)	87% (N/A= 9%)	95%	100%/100%	

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• advocate for human rights and social and economic justice; & (19)	(5.4) Is skilled at advocating for human rights and social and economic justice.	84.6	83%	63.8%	72% (N/A=6%)	91% (N/A=4%)	93%	93%/100%		
• engage in practices that advance social and economic justice. (20)	(5.3) Is skilled at working within the agency setting to create a greater awareness of issues of oppression and discrimination and to address them.	73.1	79%	65.9%	86% (N/A=2%)	87% (N/A=9%)	95%	100%/100%		
	(5.5) Is skilled at engaging in practices that support social and economic justice.	88.5	90%	68.1%	84% (N/A=4%)	93% (N/A=2%)	95%	90%/100%		

COMPETENCY 6: Educational Policy 2.1.6—Engage in research-informed practice and practice-informed research. 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. Social workers:									
PRACTICE BEHAVIORS	FIELD EVALUATION COMPONENT	2010	2011	2012	2013	2014	2015	2016	
OVERALL SCORE FOR COMPETENCY 6 (Supervisor Rating) OVERALL SCORE FOR COMPETENCY 6 (\bar{x} of Scores)		N/A 76.4	86% 75%	80.9% ??	78% 	93% (N/A=2%)	94%	94%	
• use practice experience to inform scientific inquiry and (21)	(6.1) Uses practice experience to inform research.	73.1	62%	65.9%	80% (N/A=2%)	92% (N/A=7%)	95%	93%/100%	
• use research evidence to inform practice. (22)	(6.2) Employs research literature to support her/his practice.	77.9	83%	83.0%	86.0% (N/A=2%)	89% (N/A=7%)	95%	90%/100%	
	(6.3) Is skilled at incorporating evidenced-based interventions into his/her practice.	77.0	79%	76.6%	68% (N/A=8%)	91% (N/A=4%)	95%	90%/100%	
	(6.4) Evaluates the effectiveness of her/his practice.	80.8	83%	80.8%	84% (N/A=4%)	91% (N/A=2%)	93%	97%/100%	
	(6.5) Uses research findings to improve practice, policy, and social service delivery.	73.1	69%	70.2%	72% (N/A=2%)	85% (N/A=11%)	88%	93%/89%	

COMPETENCY 7: Educational Policy 2.1.7—Apply knowledge of human behavior and the social environment. 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. Social workers:									
PRACTICE BEHAVIORS	FIELD EVALUATION COMPONENT	2010	2011	2012	2013	2014	2015	2016	
OVERALL SCORE FOR COMPETENCY 7 (Supervisor Rating)		N/A	97%	89.4%	86%	91%	93%	96%	
OVERALL SCORE FOR COMPETENCY 7 (\bar{x} of Scores)		90.8	90%	??%					
• utilize conceptual frameworks to guide the processes of assessment, intervention, and evaluation; and (23)	(7.1) Is knowledgeable about human behavior across the life span.	92.4	93%	95.8%	86% (N/A=4%)	91% (N/A=2%)	95%	100%/100%	
	(7.2) Is knowledgeable about the range of social systems in which clients live.	88.5	93%	95.8%	84% (N/A=2%)	91%	98%	100%/100%	
	(7.3) Is knowledgeable about the ways social systems promote or deter clients in maintaining or achieving health and well-being.	92.3	90%	93.6%	84% (N/A=2%)	91%	98%	100%/100%	
	(7.5) Is skilled at utilizing conceptual frameworks to guide the processes of assessment, intervention, and evaluation.	92.3	86%	89.4%	76% (N/A=2%)	91%	95%	93%/100%	
• critique and apply knowledge to understand person & environment. (24)	(7.4) Is skilled at critiquing and applying theories and knowledge about biological variables, social variables, cultural variables, psychological variables, and spiritual development.	88.4	90%	91.4%	74% (N/A=2%)	91% (N/A=2%)	90%	93%/89%	

COMPETENCY 8: Educational Policy 2.1.8—Engage in policy practice to advance social and economic well-being and to deliver effective social work services. 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. Social workers:									
PRACTICE BEHAVIORS	FIELD EVALUATION COMPONENT	2010	2011	2012	2013	2014	2015	2016	
OVERALL SCORE FOR COMPETENCY 8 (Supervisor Rating)		N/A	83%	76.6%	76%	91%	81%	91%	
OVERALL SCORE FOR COMPETENCY 8 (\bar{x} of Scores)		84.1	73%	??%					
• analyze, formulate, and advocate for policies that advance social well-being; and (25)	(8.1) Is knowledgeable about current social policies and their effect on service delivery.	92.3	83%	87.2%	76%	93%	88%	97%/100%	
	(8.2) Is knowledgeable about the role of practice in policy development.	92.3	79%	74.5%	N/A	89% (N/A=4%)	85%	97%/100%	
	(8.4) Is skilled at analyzing, formulating and advocating for policies that advance social well-being.	81.8	59%	55.3%	N/A	68% (N/A=22%)	80%	87%/100%	
• collaborate with colleagues and clients for effective policy action. (26)	(8.3) Actively engages in practice related to policy.	77.0	79%	70.2%	N/A	91% (N/A=2%)	85%	90%/100%	
	(8.5) Is skilled at collaborating with colleagues and clients for effective policy action.	77.0	66%	61.7%	N/A	64% (N/A=27%)	71% (NA=24%)	76%/100%	

COMPETENCY 9: Educational Policy 2.1.9—Respond to contexts that shape practice. 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. Social workers:									
PRACTICE BEHAVIORS	FIELD EVALUATION COMPONENT	2010	2011	2012	2013	2014	2015	2016	
OVERALL SCORE FOR COMPETENCY 9 (Supervisor Rating)		N/A	79%	95.1%	68%	91%	85%	98%	
OVERALL SCORE FOR COMPETENCY 9 (\bar{x} of Scores)		84.7	73%	??%					
• continuously discover, appraise, & attend to changing locales, populations, scientific & technological developments, & emerging societal trends to provide relevant services; & (27)	(9.1) Is informed, resourceful, proactive and skillful in responding to changes that impact practice.	96.2	79%	85.1%	72% (N/A=4%)	96%	88%	97%/100%	
• provide leadership in promoting sustainable changes in service delivery & practice to improve the quality of social services (28)	(9.2) Is skilled at providing leadership in promoting sustainable changes in service delivery and practice to improve the quality of social services.	73.1	66%	72.3%	66% (N/A=4%)	89% (N/A=2%)	83%	97%/100%	

COMPETENCY 10A-D: Educational Policy 2.1.10(a)–(d)—Engage, assess, intervene, and evaluate with individuals, families, groups, organizations, and communities. 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.									
COMPETENCY 10A: Educational Policy 2.1.10(a)—Engagement Social workers:									
PRACTICE BEHAVIORS	FIELD EVALUATION COMPONENT	2010	2011	2012	2013	2014	2015	2016	
OVERALL SCORE FOR COMPETENCY 10-ALL (Supervisor)		N/A	97%	87.2%	86%	95%	88%	92%	
OVERALL SCORE FOR COMPETENCY 10-ALL (\bar{x} of 4 \bar{x}'s)		80.2	77%	??%					
OVERALL SCORE FOR COMPETENCY 10A (Supervisor Rating)		N/A	N/A	N/A	N/A	N/A	92%	92%	
OVERALL SCORE FOR COMPETENCY 10A (\bar{x} of Scores)		83.8%	80%	83%					
• substantively and affectively prepare for action with individuals, families, groups, organizations, and communities; (29)	(10.1) Is skilled at using technological advances.	86.1	93%	95.1%	92% (N/A=2%)	91%	98%	100%/100%	
	(10.2) Is able to use the skill of Engagement to work effectively with:								
	(10.2a) Individuals	97.1	97%	100%	92% (N/A=6%)	97%	95%	100%/100%	
	(10.2b) Families	76.9	66%	83%	86% (N/A=12%)	75% (NA=18%)	71% (NA=22%)	73%/78% (NA=24%/22%)	
	(10.2c) Groups	65.4	55%	65.9%	78% (N/A=8%)	89% (NA=7%)	85%	87%/78% (NA-P=11%)	

	(10.2d) Organizations	65.4	48%	68.9%	82% (N/A=4%)	88% (NA=4%)	90%	80%/89% (NA-W=14%)		
	(10.2e) Communities	46.1	31%	46.8%	46% (N/A=30%)	58% (NA=38%)	71% (NA=24%)	70%/100% (NA-W=27%)		
• use empathy and other interpersonal skills; and (30)	(10.3) Is skilled at the following interactional skills:									
	(10.3a) Clarifying role & purpose	96.2	97%	93.6%	96%	97%	95%	100%/100%		
	(10.3b) Empathy	96.1	97%	100%	98%	100%	95%	100%/100%		
	(10.3c) Tuning in	92.3	93%	97.9%	96%	100%	95%	100%/100%		
	(10.3d) Reaching for feedback	88.4	93%	91.5%	94%	97%	95%	97%/100%		
	(10.3e) Demand for work	88.5	83%	89.1%	88%	96%	97%	93%/100%		
	(10.3f) Partialization	92.3	90%	83.0%	86% (N/A=2%)	93% (NA=4%)	95%	97%/100%		
	(10.3g) Addressing conflict	84.6	79%	80.8%	72% (N/A=4%)	95% (NA=2%)	90%	90%/89%		
	(10.3h) Ending sessions	89.5	86%	82.9%	88%	94% (NA=2%)	93%	90%/100%		
• develop a mutually agreed-on focus of work and desired outcomes. (31)	(10.4) Is skilled at developing a mutually agreed upon contract, which sets goals, actions and desired outcomes.	92.3	93%	76.6%	78% (N/A=2%)	98% (NA=2%)	98%	93%/100%		
COMPETENCY 10B: Educational Policy 2.1.10(b)—Assessment Social workers:										
PRACTICE BEHAVIORS	FIELD EVALUATION COMPONENT	2010	2011	2012	2013	2014	2015	2016		

OVERALL SCORE FOR COMPETENCY 10B (Supervisor Rating) OVERALL SCORE FOR COMPETENCY 10B (\bar{x} of Scores)		N/A 69.3	N/A 67%	??% 71.5%	N/A	N/A	87%	90%		
• collect, organize, and interpret client data; (32)	(10.5) Is skilled at Assessment with:									
	(10.5a) Individuals	93.3	97%	97.9%	88% (N/A=6%)	95%	95%	97%/100%		
	(10.5b) Families	69.2	69%	80.9%	69% (N/A=14%)	73% (NA=20%)	75% (NA=18%)	70%/56% (NA=23%/33%)		
	(10.5c) Groups	53.8	52%	59.5%	67% (N/A=14%)	89% (NA=11%)	80%	90%/78% (NA-P=11%)		
	(10.5d) Organizations	46.1	31%	55.3%	75% (N/A=8%)	78% (NA=20%)	80%	90%/89%		
	(10.5e) Communities	38.4	24%	40.5%	53% (N/A=28%)	58% (NA=38%)	68% (NA=27%)	67%/78% (NA=30%/11%)		
• assess client strengths and limitations; (33)	(10.5) Is skilled at Assessment with:									
	(10.5a) Individuals	93.3	97%	97.9%	88% (N/A=6%)	95%	95%	97%/100%		
	(10.5b) Families	69.2	69%	80.9%	69% (N/A=14%)	73% (NA=20%)	75% (NA=17%)	70%/56% (NA=23%/33%)		

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	(10.5c) Groups	53.8	52%	59.5%	67% (N/A=14%)	89% (NA=11%)	80%	90%/78% (NA-P=11%)		
	(10.5d) Organizations	46.1	31%	55.3%	75% (N/A=8%)	78% (NA=20%)	80%	90%/89%		
	(10.5e) Communities	38.4	24%	40.5%	53% (N/A=28%)	58% (NA=38%)	68% (NA=27%)	67%/78% (NA=30%/11%)		
• develop mutually agreed-on intervention goals and objectives; and (34)	(10.4) Is skilled at developing a mutually agreed upon contract, which sets goals, actions and desired outcomes.	92.3	93%	76.6%	79% (N/A=2%)	98% (NA=2%)	98%	93%/100%		
	(10.9) Is skilled at helping clients to identify and resolve problems.	86.2	90%	87.2%	88%	100%	95%	100%/100%		
• select appropriate intervention strategies(35)	(10.7) Is skilled at implementing goal plans.	88.5	97%	80.8%	84% (N/A=4%)	98% (NA=2%)	95%	97%/100%		
	(10.8) Is skilled at implementing prevention interventions that enhance client capacities.	84.6	83%	72.4%	80% (N/A=4%)	89% (NA=4%)	85%	93%/100%		
	(10.9) Is skilled at helping clients to identify and resolve problems.	86.2	90%	87.2%	88%	100%	95%	100%/100%		
COMPETENCY 10C: Educational Policy 2.1.10(c)—Intervention Social workers:										
PRACTICE BEHAVIORS	FIELD EVALUATION COMPONENT	2010	2011	2012	2013	2014	2015	2016		
OVERALL SCORE FOR COMPETENCY 10C (Supervisor Rating)		N/A	N/A	N/A	N/A	N/A	88%	93%		

OVERALL SCORE FOR COMPETENCY 10C (\bar{x} of Scores)		76.6	74%	73.1%						
<ul style="list-style-type: none"> initiate actions to achieve organizational goals; (36) 	(10.6) Is skilled at providing effective services to:									
	(10.6a) Individuals	96.2	97%	97.9%	92% (N/A=6%)	95%	95%	100%/100%		
	(10.6b) Families	68.2	69%	80.9%	79% (N/A=12%)	71% (NA=24%)	72% (NA=20%)	70%/67% (NA=23%/33%)		
	(10.6c) Groups	65.4	59%	60.9%	79% (N/A=12%)	84% (NA=13%)	80%	93%/89%		
	(10.6d) Organizations	53.9	43%	53.2%	71% (N/A=10%)	82% (NA=18%)	82%	83%/89%		
	(10.6e) Communities	42.3	25%	38.3%	49% (N/A=29%)	57% (NA=39%)	61% (NA=29%)	73%/100% (NA=W-27%)		
<ul style="list-style-type: none"> implement prevention interventions that enhance client capacities; (37) 	(10.7) Is skilled at implementing goal plans.	88.5	97%	80.8%	84%	98% (NA=2%)	95%	97%/100%		
	(10.8) Is skilled at implementing prevention interventions that enhance client capacities.	84.6	83%	72.4%	80% (N/A=4%)	89% (NA=4%)	85%	93%/100%		
<ul style="list-style-type: none"> help clients resolve problems; (38) 	(10.9) Is skilled at helping clients to identify and resolve problems.	86.2	90%	87.2%	88%	100%	95%	100%/100%		
<ul style="list-style-type: none"> negotiate, mediate, and advocate for clients; and (39) 	(10.10) Is skilled at negotiating, mediating and advocating on behalf of clients.	96.1	93%	83.0%	79% (N/A=2%)	93%	90%	97%/100%		
<ul style="list-style-type: none"> facilitate 	(10.11) Is skilled at facilitating	84.6	79%	76.6%	79%	93%	88%	97%/100%		

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transitions and endings. (40)	transitions and endings.				(N/A=4%)	(NA=2%)				
COMPETENCY 10D: Educational Policy 2.1.10(d)—Evaluation Social workers:										
PRACTICE BEHAVIORS	FIELD EVALUATION COMPONENT	2010	2011	2012	2013	2014	2015	2016		
OVERALL SCORE FOR COMPETENCY 10D (Supervisor Rating)		N/A	N/A	N/A	N/A	N/A	93%	94%		
OVERALL SCORE FOR COMPETENCY 10D (\bar{x} of Scores)		91.0	87%	87.2%						
• critically analyze, monitor, and evaluate interventions. (41)	(3.8) Is skilled at information literacy by assessing and integrating multiple sources of knowledge; including research-based knowledge and practice wisdom.	92.3	86%	80.9%	77%	89% (NA=2%)	93%	93%/100%		
	(7.4) Is skilled at critiquing and applying theories and knowledge about biological variables, social variables, cultural variables, psychological variables, and spiritual development.	88.4	90%	91.4%	74% (N/A=2%)	91% (NA=2%)	90%	93%/90%		
	(7.5) Is skilled at utilizing conceptual frameworks to guide the processes of assessment, intervention, and evaluation.	92.3%	86%	89.4%	76% (N/A=2%)	91%	95%	93%/100%		