Summary of Field Instructors' Assessment of Student's Achievement of Practice Behaviors
(Spring 2012)

In spring 2012 field instructors' rate students' achievement of practice behaviors on a scale of 1 to 5, with five the highest rating. A mean score of 3.00 is the program's benchmark for achievement of the practice behaviors. n=29

Competency 1: Identify as a professional social worker and conduct oneself accordingly contains six practice behaviors as follows: (1.1) Advocate for client access to the services of social work: field instructors responded that 11(38%) students were excellent; 9 (31%) of students were above average; and 9 (31%) of students were average. A total of 100% of the field instructors responded 4.1 which exceed the program's benchmark. (1.2) Practice personal reflection and self-correction to assure continual professional development: field instructors responded that 9 (31%) of students were excellent; 10 (35%) students were above average; and 10 (34%) of students were average. A total of 100% of the field instructors responded 4.0 which exceed the program's benchmark. (1.3) Attend to professional roles and boundaries: 11 (38%) of field instructors responded that students were excellent; 10 (35%) responded that students were above average; and 8 (27%) of students were average. A total of 100% of the field instructors responded 4.1 which exceed the program's benchmark. 4) Demonstrate professional demeanor in behavior, appearance, and communication: field instructors responded that 13 (45%) of students were excellent; 11 (38%) of students were above average; and 5 (17%) of students were average. A total of 100% of the field instructors responded 4.3 which exceed the program's benchmark. (1.5) Engage in career-long learning: field instructors responded that 12 (41%) of students were excellent; 13 (45%) of students were above average; and 4 (14%) of students were average. A total of 100% of the field instructors responded 4.3 which exceed the program's benchmark. (1.6) Use supervision and consultation: field instructors responded that 12 (41%) of students were excellent, 11 (38%) of students were above average; and 5 (17%) of students were average. A total of 96% of the field instructors responded 4.1 which exceed the program's benchmark. The overall mean for Competency 1 is 4.0.

Competency 2: Ability to apply social work ethical principles to guide practice contains four practice behaviors as follows: (2.1) Recognize and manage professional values in a way that allows professional values to guide practice: field instructors responded that 14 (48%) of students were excellent; 11 (38%) of students were above average; and 4 (14%) of students were average. A total of 100% of the field instructors responded 4.1 which exceed the program's benchmark. (2.2) Makes ethical decisions by applying standards of the National Association of Social Workers and as applicable, the International Federation of Social Workers and International Association of School Social Work's Ethics in Social Work Statement of Principles: field instructors responded that 11 (38%) of students were excellent; 14 (48%) of students were above average; and 4 (14%) of students were average. A total of 100% the field instructors responded 4.0 which exceed the program's benchmark. (2.3) Tolerate ambiguity in resolving ethical conflicts: field instructors responded that 12 (41%) of students were excellent; 10 (35%) of students were above average, and 7 (24%) of students were average. A total of 100% of the field instructors responded 3.7 which exceed the program's benchmark. (2.4) Apply strategies of ethical reasoning to arrive a principled decisions: field instructors responded that 10 (35%) of students were excellent; 11 (37%) of students above average; and 8 (28%) of students

were average. At total of 100% of the field instructors responded 3.4 which exceed the program's benchmark. The overall mean for Competency 2 is 3.7.

Competency 3: Apply critical thinking to inform and communicate professional judgments contains three practice behaviors as follows: (3.1) – Distinguish, appraise, and integrate multiple sources of knowledge, including research and practice wisdom: field instructors responded that 9 (31%) of students were excellent; 13 (45%) of students were above average; and 7 (24%) of students were average. A total of 100% of the field instructors responded 3.5 which exceed the program's benchmark. (3.2) – Analyze models of assessment, prevention, intervention, and evaluation: field instructors responded that 9 (31%) of students were excellent; 11 (38%) of students were above average; and 9 (31%) of students were average. A total of 100% of the field instructors responded 3.3 which exceed the program's benchmark. (3.3) – Demonstrate effective oral and written communication in working with individuals, families, groups, organizations, and communities: field instructors responded that 10 (35%) of students were excellent, 11 (38%) of students were above average; and 8 (27%) of students were average. A total of 100% of the field instructors responded 3.8 which exceed the program's benchmark. The overall mean Competency 3 is 3.5.

Competency 4: Engage diversity and difference contains four practice behaviors as follows:
(4.1) Recognizes the extent to which a culture's structure and values may oppress, marginalize, alienate, or create or enhance privilege and power: field instructors responded that 9 (31%) of students were excellent; 15 (52%) of students were above average, and 5 (17%) of students were average. A total of 100% of the field instructors responded 3.8 which exceed the program's benchmark. (4.2) Gain sufficient self-awareness to eliminate the influence of personal bias and values in working with diverse groups: field instructors responded that 12 (41%) of students were excellent; 13 (45%) of students were above average; and 3 (10%) of students were average. A total of 96% of the field instructors responded 3.8 which exceed the program's benchmark. (4.3) Recognize and communicate their understanding of the importance of difference in shaping life experiences: field instructors responded that 14 (48%) of students were excellent; 8 (28%) of students were above average; and 7 (24%) of students were average. A total of 100% of the field instructors responded 3.9 which exceed the program's benchmark. (4.4) View themselves as learners and engage those with whom they work as informants: field instructors responded that 13 (45%) of students were excellent; 7 (24%) of students were above average; and 9 (31%) of students were average. A total of 100% of the field instructors responded 3.9 which exceed the program's benchmark. The overall mean for Competency 4 is 3.9.

Competency 5: Advance human rights and social and economic justice contains three practice behaviors as follows: (5.1) Understand the forms and mechanisms of oppression and discrimination: field instructors responded that 13 (45%) of students were excellent; 10 (35%) of students were above average; and 6 (21%) of students were average. A total of 100% of the field instructors responded 3.9 which exceed the program's benchmark. (5.2) Advocate for human rights and social and economic justice: field instructors responded that 12 (41%) of the students were excellent; 9 (31%) of the students were above average; and 8 (28%) of the students were average. A total of 100% of the field instructors responded 3.7 which exceed the program's benchmark. (5.3) Engage in practice that advances social and economic justice: field instructors

responded that 12 (41%) of the students were excellent; 6 (21%) of the students were above average; 11 (38%) of students were average. A total 100% of the field instructors responded 3.7 which exceed the program's benchmark. The overall mean for Competency 5 is 3.8.

Competency 6: Engage in research-informed practice and practice-informed research contains two practice behaviors as follows: (6.1) Use practice experience to inform scientific inquiry: field instructors responded that 5 (17%) of the students were excellent; 11 (38%) of students were above average, 8 (28%) of students were average. A total of 83% of field instructors responded 3.1, slightly above the program's benchmark. (6.2) Use research evidence to inform practice: field instructors responded that 3 (10%) of students were excellent; 11 (38%) of students were above average; 11 (38%) of students were average. A total of 86% of the field instructors responded 3.0, which is the program's benchmark. The overall mean for Competency 6 is 3.1, which is slightly above the program's benchmark.

Competency 7: Apply knowledge of human behavior and the social environment contains two practice behaviors as follows: (7.1) Utilize conceptual frameworks to guide the process of assessment, intervention, and evaluation: field instructors responded that 10 (35%) of students were excellent; 8 (28%) of students were above average; and 11 (37%) of students were average. A total of 100% of field instructors responded 3.5 which exceed the program's benchmark.(7.2) Critique and apply knowledge to understand person and the environment: field instructors responded that 10 (35%) of students were excellent; 9 (31%) of students were above average; and 10 (34%) of students were average. A total of 100% of the field instructors responded 3.5 which exceed the program's benchmark. The overall mean for Competency 7 is 3.5.

Competency 8: Engage in policy practice to advance social and economic well-being and deliver effective social services contains three practice behaviors as follows: (8.1) Analyze, formulate, and advocate for policies that advance social well-being: field instructors responded that 9 (31%) of students were excellent; 9 (31%) above average; and 11 (38%) average. A total of 100% of the field instructors responded 3.5 which exceed the program's benchmark. (8.2) Collaborate with colleagues and clients for effective social policy: 8 (28%) of field instructors responded excellent, 9 (31%) above average, 12 (41%) average. A total of 100% of the field instructors responded 3.6 which exceed the program's benchmark. (8.3) Understands the methods of social work practice employed with social welfare agencies, especially rural environments: 11 (38%) of field instructors responded excellent, 11 (38%) above average, 7 (24%) average. A total of 100% of the field instructors responded 4.5 which exceed the program's benchmark. The overall mean for Competency 8 is 3.9.

Competency 9: Respond to contexts that shape practice contains two practice behaviors as follows: (9.1) Continuously, discover, appraise, and attend to changing locales, populations, scientific and technological developments, and emerging social trends to provide relevant practice:field instructors responded that 10 (35%) of students were excellent; 11 (37%) of students were above average; and 8 (28%) of students were average. A total of 100% of the field instructors responded 3.7 which exceed the program's benchmark. (9.2) Provide leadership in promoting sustainable changes in service delivery and practice to improve the quality of social services: field instructors responded that 9 (31%) of students were excellent; 9 (31%) of students were above average; 11 (38%) of students were average. A total of 100% of the field instructors

responded 3.3 which exceed the program's benchmark. The overall mean for Competency 9 is 3.5.

Competency 10: Engage, assess, intervene, and evaluate with individuals, families, organizations, and communities contains thirteen practice behaviors as follows:
(10.1)Substantively and affectively prepare for action with individuals, families, groups, organizations, and communities: field instructors responded that 8 (28%) of students were excellent; 12 (41%) of students were above average; 8 (28%) of students were average. A total of 97% of the field instructors responded 3.7 which exceed the program's benchmark. (10.2) Use empathy and interpersonal skills: field instructors responded that 9 (30%) of students were excellent; 12 (41%) of students were above average; 8 (28%) of students were average. A total of 97% of the field instructors responded 3.7 which exceed the program's benchmark.(10.3) – Develop a mutually agreed-on focus of work, and desired outcomes: field instructors responded that 9 (31%) of students were excellent; 12 (41%) of students were above average, 7 (24%) of students were average. A total of 96% of the field instructors responded 3.6 which exceed the program's benchmark. (10.4) – Collect, organize, and interpret client data: field instructors responded that 9 (31%) of students were excellent; 13 (45%) of students were above average; and 7 (24%) of students were average. A total of 100% of the field instructors responded 3.5 which exceed the program's benchmark. (10.5) - Assess client strengths and limitations: field instructors responded that 10 (35%) of students were excellent; 11 (38%) of students were above average; and 8 (27%) of students were and average. A total of 100% of the field instructors responded 3.6 which exceed the program's benchmark.(10.6) - Develop mutually agreed on intervention goals and objectives: field instructors responded that 9 (31%) of students were excellent; 8 (28%) of students were above average; and 12 (41%) of students were average. A total of 100% of the field instructors responded 3.7 which exceed the program's benchmark. (10.7) – Select appropriate intervention strategies: field instructors responded that 7 (24%) of students were excellent; 12 (41%) of students were above average; and 10 (35%) of students were average. A total of 100% of the field instructors responded 3.5 which exceed the program's benchmark. (10.8) – Initiate actions to achieve organizational goals: field instructors responded that 7 (24%) of students were excellent; 11 (38%) of students were above average; and 11 (38%) of students were average. A total of 100% of the field instructors responded 3.6 which exceed the program's benchmark. (10.9) – Implement prevention interventions that enhance client capacities: field instructors responded that 8 (28%) of students were excellent; 11 (38%) of students were above average; and 11 (34%) of students were average. A total of 100% of the field instructors responded 3.7 which exceed the program's benchmark. (10.10)Help client resolve problems: field instructors responded that 7 (23%) of students were excellent; 7 (23%) of students were above average; 16 (53%) of students were average. A total of 100% of the field instructors responded 3.7 which exceed the program's benchmark. (10.11) – Negotiate, mediate, and advocate for clients: field instructors responded that 9 (31%) of students were excellent; 10 (35%) of students were above average; and 9 (31%) of students were average. A total of 97% of the field instructors responded 3.6 which exceed the program's benchmark. (10.12) – Facilitate transitions and endings: field instructors responded that 8 (28%) of students were excellent; 10 (35%) of students were above average; 11 (37%) of students were average. A total of 100% of the field instructors responded 3.6 which exceed the program's benchmark. (10.13) Critically analyze, monitor, and evaluate interventions: field instructors responded that 8 (28%) of students were excellent; 12 (41%) of students were above average; and 9 (31%) of students were average.

A total of 100% of the field instructors responded 3.5 which exceed the program's benchmark. The overall mean for Competency 10 is 3.6.

In summary, field instructors' responded average to above average on all practice behaviors with a mean score being 3.1 for Practice Behavior 6.1: Use practice experience to inform scientific and Practice Behavior 6.2: Use research evidence to inform practice. The scores slightly exceed the mean score of 3.0. The overall mean for the Competency is 3.1. Therefore, it is evident there is still exercises and activities that need to be explored to enhance the students' skills in the research-informed and practice-informed research areas.